

**REPUBLIC OF TÜRKİYE**  
**MINISTRY OF FAMILY AND SOCIAL SERVICES**  
**General Directorate on the Status of Women**

**WOMEN IN TÜRKİYE**



**ANKARA**

**January / 2023**

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# WOMEN IN TÜRKİYE

## I. INTRODUCTION

The Republic of Türkiye has exceptional and unique experience on the status of women and the work undertaken to empower them in the society. It is possible to see the reflections of this historical experience in all the decisions taken and policies pursued today in relation to the advancement and empowerment of women.

Among the reforms which were realized in the years following the establishment of the Republic of Türkiye in 1923, two are the most prominent ones: the Law on Unity of Education in 1924, which enabled women to have equal educational opportunities with men by gathering education under one system; and the Turkish Civil Code, adopted in 1926, which provided equal rights for women both within the family and as an individual by completely changing the legal status of women.

In addition to these, another significant stage in equalization of women's legal status is the acquisition of political rights. Turkish women were entitled with the right to vote and be elected in local elections in 1930 and in the general elections in 1934, before many Western countries.

Work is being carried out based on the United Nations (UN) Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) ratified by Türkiye, the European Social Charter, the Convention on the Rights of the Child, the conventions, resolutions and recommendations of organisations such as the EU, ILO, OECD, OSCE, the Beijing Declaration and Action Plan, the Cairo World Conference on Population and Development Action Plan, as well as our domestic legislation.

In accordance with the objective of *“arrangements to improve flexibility in the labour market, expanded child-care services and education opportunities and employment-oriented policies will support the labour market competencies of women and will support their more intensive participation into working life. Participation of women in the labour market at higher rates and with better jobs will boost household incomes and directly will contribute to savings, thereby enable more financing resources for investments”* included in the 11th Development Plan of Türkiye, it is aimed to raise awareness on balancing work and family life and to increase women's knowledge and awareness on financial literacy.

In addition, it is aimed to protect family and women's rights by including policies such as *“Formal and informal education activities will be organized for raising awareness starting from early childhood to eliminate negative attitudes and behaviours that cause and reinforce domestic violence.”*, *“Active participation of women in economic, social, cultural life and decision-making mechanisms at all levels will be encouraged, especially starting from the local level, in order to strengthen equal opportunity for men and women.”* and *“Efforts to raise awareness towards the prevention of violence against women, early marriages and all kinds of abuse, will be accelerated and the effectiveness and capacity of protective and preventive services will be increased.”*

General Directorate on the Status of Women (GDSW), which was established as a national mechanism in order to enable women to participate in a more active, productive and strong manner in all areas of social life; to enable women to benefit equally from all the rights and

opportunities; and to prevent discrimination against women in Türkiye, was reorganized as a branch of the Ministry of Family and Social Services (MoFSS) with the Presidential Decree No.1.

The General Directorate, which undertook the duty of conducting and coordinating protective, preventive, instructive, constructive and rehabilitative social services, maintains its activities in an active and productive manner.

## **II. LEGAL REGULATIONS**

### **A. NATIONAL LEGISLATION**

#### **1. The Constitution**

The principle of equality between women and men in Türkiye was reinforced with the amendments to Articles 41 and 66 in 2001, Articles 10 and 90 in 2004, and again Article 10 in 2010.

- The following provisions were added to Article 10 of the Constitution;

In 2004: “Women and men have equal rights. The State has the obligation to ensure that this equality exists in practice.”

In 2010, the provision “..., measures taken for this purpose shall not be interpreted as contrary to the principle of equality” to the end of the second paragraph of Article 10.

- Article 41 was complemented with the following provision;

The provision which reads “Family is the foundation of the Turkish society.” was complemented with the expression “...and based on the equality between the spouses”.

- The provision which included inequality in terms of citizenship was omitted from Article 66.

- The following provision was added to Article 90;

“In case of a conflict between international agreements, duly put into effect, concerning fundamental rights and freedoms and the laws due to differences in provisions on the same matter, the provisions of international agreements shall prevail.”

#### **2. Turkish Civil Code**

The New Turkish Civil Code, which entered into force on 1 January 2002, is an arrangement which upholds equality between women and men, puts an end to gender discrimination, renders women equal to men in both family and society; and evaluates women's labour.

With the new Civil Code, substantial changes were made considering the developments in the law of domestic relations, and the changes and needs of the day. The major regulations that were introduced by the Code are as below:

- The provision “The head of the family is the husband” was amended and the provision “Union of marriage shall be managed by the spouses together” was adopted.

- While the right to represent the family had been given to the husband except for some occasions in the previous Code, the representation of the union of marriage was vested on both spouses in the new Code.
- The provision that the residence would be selected by the husband was changed and the provision that the spouses would decide for the residence together was enacted.
- The 1997 amendment which entitles women to take their maiden name before their husband's surname was adopted exactly in the new Code.
- The provision in the previous Code that ruled the spouses would have the right for custody of the children together, but in case of a dispute the vote of the father would be superior was changed, and the provision which stated that the spouses would have the right for custody of their children together was introduced. The custody of a child born out of wedlock is given to the mother.
- In the new Code, the provision that the spouses would not require the other's permission in the selection of profession and occupation was adopted. Also, the provision is followed by another provision "the spouses should consider the peace and benefit of the union of marriage." (The provision that ruled in the older Code that women should have the consent of their husbands in the selection of profession was rescinded by the Constitutional Court).
- The new Code completely repealed the provision which provided for the admittance of custody for only men and husband, since it damaged the equality of women and men.
- The new Code did not include the older provision that gave priority to sons rather than daughters in the allocation of the agricultural properties, which should not be disrupted in terms of economic integration, and which are among the hereditary properties.
- According to the older Code, the effective marital property would be the separation of goods unless another regime had been decided; however, in the new Code "the regime of participation in acquired property" was adopted. Instead of the separation of goods regime which is based on each spouse having goods registered on their names, the spouses, in case of a marital breakdown, split evenly the asset value (acquired properties) which had been acquired by each spouse after the establishment of the union of marriage. Personal properties and the hereditary properties are not included in the sharing.
- While the husband was responsible for the expenses of the house and the children in the older Code, in the new Code a new regulation was made as "spouses shall contribute to the expenses of the union by way of endeavour and assets to the extent permitted by their power."
- In the new Code the marriage age was equalized and increased, and the condition of turning 18 years of age was stipulated. However, the judge may give permission to the marriage of women or men of 16 years of age under states of exceptions and compelling reason.

- The application office for marriage had been determined as the marriage registry office at residence of the men; however, in the new Code, it was regulated as the marriage registry office at the residence of men or women.
- According to the general rules, the place for filing alimony claims after the divorce was the residence of the defendant. However, in the new Code, the courts in the residence of the maintenance creditor were granted authority in the alimony suits after the divorce.
- According to the new Code, the divorce petitions could be heard in secret sessions upon the request from the parties.
- According to the new Code, the surviving spouse might request to be set-off a participation claim for the residence in which they had lived together, and if insufficient, request to have the right to benefit or residence by paying a price.
- In case of valid reasons, and in the request of the surviving spouse or any valid heirs, the possibility to accord the right of benefit or residence instead of ownership, in the portion of the inheritance.
- With the regulations about the matrimonial home, restrictions were introduced on the dispositions of one spouse on the matrimonial home without the consent of the other. Even the rental contract cannot be terminated without the consent of the other spouse, if the residence is rental.
- Individuals, which were born out of wedlock, and whose paternity relations were established by recognition or by judicial sentence, were granted the right to be equal heir like the children born in the union of marriage.
- According to the new Code, individuals who turned 30 may adopt children. The condition that individuals who wished to adopt children under 18 years of age should not have children was abolished.

### **3. Family Courts**

With the New Turkish Civil Code entering into force, the establishment of the Family Courts had been brought to agenda and the “Law on Establishment, Duties and Adjudicatory Proceedings of Family Courts” was adopted on 9 January 2003 and entered into force. With this law, the trial of suits and acts arising from the Family Law was ensured to be tried in Family Courts, and also judges who were on duty in juridical courts, who were married and have children, over 30 years of age and preferably had Master’s Degree on Family Law. These courts are responsible for the trials, in addition to the ones related to Family Law, which arise from enforcement of the Law to Protect Family and Prevent Violence against Women.

In order to ensure the efficiency and effectiveness of the courts and decision-making processes, the Council of Judges and Prosecutors ruled to assign specialized courts among family courts, which will work only within the scope of the Law No. 6284 on Protection of Family and Prevention of Violence against Women.

#### **4. The Law on the Protection of Family and Prevention of Violence against Women**

The Law No. 4320 dated 1998 on the Family Protection, which aimed to prevent domestic violence against women and which, for the first time, defined the term domestic violence in a legal text in Türkiye, was amended in 2007 and its scope was extended.

The Regulation on the Implementation of Law No. 4320 entered into force in 2008. Despite the aforementioned regulations, there is an urgent need to reconsider and evaluate the Law in order to eliminate the problems experienced in practice. In this context, "Law No. 6284 on the Protection of the Family and Prevention of Violence against Women" was prepared under the coordination of the Ministry of Family and Social Services, in meetings with representatives of non-governmental organisations, public prosecutors working on domestic violence at the Ankara Courthouse, Family Court Judges and the heads of the bar associations of 16 provinces with metropolitan municipalities, and by taking the written opinions of all relevant public institutions and organisations and non-governmental organisations, and entered into force after being published in the Official Gazette on 20 March 2012. (For detailed information please see "Legal Status Regarding Domestic Violence").

#### **5. Labour Law**

The most significant improvement brought by the new Labour Law, which entered into force on 10 June 2003, is that any discrimination with respect to basic civil rights, including gender, could not be made in employer-employee relations. In this respect, the provisions below were included in the code:

- The employer must not make any discrimination, either directly or indirectly, against an employee in the conclusion, conditions, execution and termination of his (her) employment contract due to the employee's sex or maternity,
  - Differential remuneration for similar jobs or for work of equal value is not permissible due to sex,
  - Sex, marital status and family responsibilities, pregnancy and childbirth shall not constitute valid reason for termination of employment contract,
  - The employee is entitled to break the contract with valid reason in cases where the employee was sexually harassed by the employer, another employee or by third persons in the establishment, adequate measures were not taken although the employer was informed of such conduct,
  - Shorter working time and its pay due to general economic crisis or forced causes,
  - Provisions on the duration of the paid and unpaid maternity leave and breastfeeding
- **"The Law No. 6111 on Restructuring Specific Receivables and Amending the Social Insurance Law and Certain Other Laws and Statutory Decrees"** was published on the official gazette on 25<sup>th</sup> February 2011 and entered into force. With the Law no. 6111, the present provision, in the first paragraph of Article 74 of the Labour Law, "Female employees must not be engaged in work for a total period of sixteen weeks, eight weeks before confinement and eight weeks after confinement. In case of multiple pregnancy, an extra two-week period shall be added to the eight weeks before confinement during



which female employees must not work. However, a female employee whose health condition is suitable as approved by a physician's certificate may work at the establishment if she so wishes up until the three weeks before delivery. In this case the time during which she has worked shall be added to the time period allowed to her after confinement" was added the provision *"In case the female employee casts a preterm, the time that she could not use before the confinement shall be added to the time after the confinement."*

- With respect to providing employment opportunities, for males older than 18 and younger than 29, and for females older than 18 for 24 to 54 months according to specific conditions;
  - The insurance premiums shall be covered by the unemployment insurance fund for 48 months for those who have professional competence certificate.
  - The same shall be enforced for 36 months for those who completed vocational and technical secondary education or higher education or who completed the workforce training courses provided by Turkish Employment Agency (ISKUR).

The applicable period of the incentives concerned has been extended until 31 December 2020, upon a decision of the Council of Ministers.

- A five-day paternity leave was provided to the employee whose spouse had given birth by amending the Labour Law with the "Law No. 6645 on the Amendment of the Law on Occupational Health and Safety and certain Statutory Decrees", which entered into force on 23 April 2015.
- With "the Law No. 6663 on Amending Income Tax and Some Other Laws" which entered into effect on 10 February 2016, **the following regulations** were made about the personal rights of female employees and parents.
  - ✓ The time of unpaid leaves due to maternity leaves shall be considered in degree and rank improvements of state officials.
  - ✓ With the regulation, female employees were entitled to work half-time for two months for the first child on condition of the survival of the child; four months for the second child, and six months for the third and more children without any pay reduction. In multiple births, one extra month shall be added to the aforementioned periods. In the event of a child with disability, the employee was entitled to work half-time for 12 months on usual salary.
    - The wages and premiums of the times worked shall be paid by the employer.
    - The half-time work allowances for the off times shall be paid from the Unemployment Fund; the daily wage is the gross minimum wage.
    - The employees may start their present maternity leaves at the end of the paid half-time work.
  - ✓ Regulations were made about the part-time employment for **the working parents**.

- State official and worker parents were entitled to work part-time until the child reached the primary school age, for each child. With respect to business and human resources planning in public and private sectors, one of the parents shall benefit from this right once for each child.
- ✓ As for state officials, in the case of the death of the mother, who was a worker, the father was entitled to benefit from the remaining exact maternity leave.
- ✓ In the case of adoption, parents were entitled to benefit from the maternity leaves by comparison.

## **6. Turkish Penal Code**

The Turkish Penal Code, including reform-like regulations, entered into force on 1 June 1 2005. The prominent new regulations in the Code, which includes modern arrangements on gender equality and violence against women, are as below:

- The definition in the form of “women, girl (maiden) discrimination” was removed from the text.
- Sexual crimes were re-evaluated as offences against sexual integrity under the title of Offences against the Person.
- The terms “rape” and “statutory rape” were removed, and the terms “sexual assault” and “sexual abuse of children” were used instead.
- With the regulation, the offences which were committed against the spouse, and which had become a qualified case were penalized; however, any investigation or prosecution was left to the complaint of the injured spouse.
- The definition of sexual assault was included, and the basic form of sexual assault was defined.
- Performance of sexual abuse by means of inserting an organ or another object into a body is defined as the qualified case.
- With the amendments on 18 June 2014, the penalties for these crimes were increased.
- The term “workplace harassment” was introduced and the qualified cases of sexual offences were defined; accordingly, harassment by undue influence based on public office or employment relationship or by using the advantage of working in the same workplace with the victim was punished more severely compared to the more basic forms of the offence. With this regulation, the sexual harassment not only from a senior, but also between employees was regulated.
- The effective remorse conditions, which require the suspense of the trial or the penalty, were regulated and with this regulation it was decided that any reduction or suspense of the penalties or remissions shall not be possible in the event that the abductee or detainee would marry with one of the suspects or convicts.

- To the Article which regulates the qualified cases of wilful murder requiring life imprisonment, the statement “with the motive of custom” was added and therefore it was adopted that the custom killings should be punished with the most severe penalty.
- The Article on unjust provocation was regulated so that it could be enforced only when unjust provocation was caused by an unjust act; therefore, the family members and relatives who killed a woman in the name of honour should not benefit from unjust provocation remission, and additionally, the fact that every unjust act would not constitute unjust provocation was explained in the intent section.
- The provision “Where a woman is pregnant due to an offence that she was a victim of, no penalty shall be imposed upon any person who terminates such pregnancy, where the term of pregnancy is not more than 20 weeks and there is consent from the woman. However, this requires the termination of a pregnancy by expert doctors in a hospital environment.” was added.
- The aggravated cases of sexual harassment were regulated, and the disruption of physical and mental health of the victim due to sexual harassment was punished with more severe penalties. The term “prudence” was removed. The term “mental health” was introduced. Aggravated life imprisonment was introduced in the event of the lapse into a vegetative state or death of the victim.
- In the article which regulated the sexual harassment, the cases in which the offence was committed by undue influence based on public office or employment relationship were defined as the qualified cases which required more severe punishment.
- The offence of intentional injury was regulated and the event in which the crime was committed against direct-antecedent or direct-descendent, spouse or sibling was defined as the qualified case.
- The acts of torture were defined as separate crimes under the title of “Torture and Torment”. In the events the offence was inflicted towards a child, a person who was not capable of defending himself/herself physically or mentally or a pregnant woman, an imprisonment from 8 to 15 years was resolved. As a result, the aggravated torture offence was regulated, the penalties were increased, and it was stated that the punishment should be aggravated life imprisonment in the event of death at the end of torture.
- Failing to fulfil the obligations conferred upon them by family law, which provides for the care, education or support of family members was defined as an offence. The investigation and prosecution due to this crime were subjected to complaint. Any person who abandons his pregnant wife, or a pregnant single woman with whom he lives and where he is aware of such pregnancy and he is the biological father, shall be sentenced.
- The prostitution crime was regulated and the cases where encouragement and facilitating of individuals, especially children, to prostitution constituted a crime were defined.

- Genital examination was governed by an independent article, and it was decided that a person who conducts a genital examination or dispatches a person for such, without a decision of an authorized judge or prosecutor, should be sentenced to a penalty of imprisonment for a term of three months to one year.
- Sexual intercourse with persons did not attain the lawful age was defined as an independent offence.
- Acts of sexual molestation of children were defined as crimes. If the sexual molestation of children was committed by a person with whom he or she had third degree blood relation or kinship, or by stepfather, stepmother, half-sibling or adopter, the penalties should be increased by half.
- Under the title of Offences against Humanity, it was decreed that the offenders of torture or inhumane treatment, subjecting of person to biological experiments, sexual assault, impregnation by force, and forced prostitution should be punished with aggravated life imprisonments and there should be no limitation period in respect of these offences.
- Regulations were made with respect to women and child trafficking.
- The offence of discrimination was regulated, and the prevention of persons from the opportunities provided by the law by making discrimination among persons which were not allowed by the laws and regulations in force was punished.
- The first paragraph of the Article 103 titled “Sexual Abuse of Children” of the Law Nr.5237 was annulled by the decision numbered 2016/44 of the Constitutional Court. The Law No.6763 re-arranged the annulled provisions and aggravated the terms of punishment.
- The Law No.6763 also amended the Article 100 of the Code of Criminal Procedure, which stipulated that arrest warrant shall be issued for the wilful offenses against physical integrity.

## **7. Civil Servants Law**

The amendments to the Civil Servants Law by “the Law No. 6111 on Restructuring Specific Debts and Amending the Social Insurance Law and Other Specific Laws and Statutory Decrees” are as below:

- The provision “However, female civil servants cannot be given night watch and night shift duties before the twenty-fourth week of pregnancy and in all cases after the twenty-fourth week of pregnancy and for one year after confinement. Disabled civil servants cannot be given night watch and night shift in opposition to their will.” was added to Article 101.
- Article 104 was amended as such: The sixteen-week, 8 weeks before and 8 weeks after confinement, “paid leave” term was changed with “maternity leave”. Where there was not any statement about preterm in the Turkish Civil Code, the provision “In case the female employee casts a preterm, the time that she could not use before the confinement shall be added to the time after the confinement. In case of multiple pregnancy, an extra

two-week period shall be added to the eight weeks before and after the confinement during which female employees must not work. In the event of death of the mother, the father was entitled to benefit from the remaining maternity leave exactly.”

- The provision “In the case of confinement of the spouse of a civil servant, ten days of paternity leave is provided upon request” was added by replacing the provision “In the case of confinement of the spouse of a civil servant, 3 days of leave is provided upon request” in the old Act.
- The nursing leaves were regulated. The provision “Daily leaves of one and a half hour are provided for those with children under 1 year of age” in the old regulation was amended as “Female civil servant is entitled to 3 hours a day in the first 6 months after the end of the maternity leave, and one and a half hour a day in the second 6 months. The preferences of the female civil servant are the basis for the hours and time of nursing.”
- Article 108 was extended to include the following provisions;
  - “The civil servant is entitled to have 24-month unpaid leave upon request starting by the end of the maternity leave provided as per Article 104; and the civil servant whose spouse who gave birth is entitled to have 24-month unpaid leave upon request starting by the day of confinement.”
  - About the civil servants who adopted a child: “Civil servants who adopt a child not older than 3 years old, together with his spouse or individually; or the civil servant spouse whose spouse is not a civil servant adopts a child individually, are entitled to use, upon request, 24 months of unpaid leave beginning by the date of assent of the parents of the child or the date when the custody office issued the permission. This time may be divided and used in successive periods by spouses, in a way that it does not exceed 24 months.”

With the “**Law No. 6663 on Amending the Revenue Law and Some Specific Laws**” which entered into force on February 10, 2016, the following regulations were made about the personal rights of female employees and parents.

- The time of unpaid leaves due to maternity leaves shall be considered in degree and rank improvements of civil servants.
- The part-time working rights arising from maternity were regulated.
  - With the regulation, the female employees were entitled to the right to work paid part-time for two months for the first child, on condition of the survival of the child; four months for the second child, and six months for the third and other children. In multiple births, these periods shall be extended one month further. In the event of a child with disability, the employee was entitled to paid part-time work for 12 months. The wages and premiums of the periods worked shall be paid by the employer. The part-time work allowances for the off times shall be paid from the Unemployment Fund; the daily wage is the gross minimum wage.

- The employees may start their present maternity leaves at the end of the paid part-time work.
- Arrangements were introduced about the part-time employment for the **working parents**.
  - State official and worker parents were entitled to work part-time until the child reached the primary school age, for each child. With respect to business and human resources planning in public and private sectors, one of the parents shall benefit from this right once for each child.
- It is envisaged in the newly arranged provision that in case of premature birth, the maternity leave of female civil servants shall be extended to compensate for the periods of leave not used because of premature birth.
- As is the case for civil servants, in the event of the decease of the mother, who was a worker, the father is entitled to benefit from the remaining maternity leave exactly.
  - In the event of adoption, parents are entitled to benefit from the maternity leaves by comparison.

## **8. The Income and Corporate Taxes Law**

With the amendments to the Revenue Law in 2007; the income yielded by women by selling the home-made products in the charity sales, festivals and fairs and at places determined temporarily by the state institution and organizations was deemed exempt of tax. Moreover, with the “Law on the Amendment of the Income Tax Law and Certain Laws” published in the Official Gazette on 30 January 2019, the Income Tax Law is regulated, and the sales realized through the internet and similar electronic media not exceeding the annual gross amount of the minimum wage applicable for the relevant year are included in the scope of tax exemption.

Pursuant to an amendment to the Articles 5 and 64 of “**The Law No. 6745 on Amending Specific Decrees and Laws on Project Support to Investments**” effective as of 7 September 2016, private crèches and day-care centers are exempted from the revenue and corporate taxes for five fiscal/taxation periods.

With the "Law No. 7103 on Amendments to Tax Laws and Certain Laws and Decrees with the Force of Law" published in the Official Gazette dated 27 March 2018, the Income Tax Law was amended to exempt 50 percent of the monthly gross minimum wage for each child of female employees from income tax, provided that the employer pays 50 percent of the monthly gross minimum wage directly to the nursery and nursing homes that provide these services. The procedures and principles regarding the subject are set out in the Income Tax General Communiqué numbered 303 published in the Official Gazette dated 11 June 2018.

**9. Law No. 5510 on Social Security and Universal Health Insurance and Law No. 2926 on Social Insurance of Persons Working in the Agricultural Sector on Their Behalf and Account**

- Temporary incapacity allowance is given to female insurance holders who are unable to work during the maternity state and therefore lose income in order to compensate their income losses.
- A nursing allowance is given to an insured woman who has given birth or who receives income or pension due to her own work, or to the uninsured spouse of a man who is insured or receives income or pension due to his / her work.
- Insured women according to 4/A can borrow up to 6 years for each child for three times, provided that they meet the required conditions, not exceeding two years after the date of birth.
- With the application of gradual age, women can qualify for old-age pension with a lower age and insurance period compared to men, until the ages of men and women become equal.
- One-fourth of the number of days of premium payment of women insured who have disabled children in need of care are added to their services and deducted from their retirement age limits.
- Girls can benefit from death pension until they get married or start working with insurance.
- For girls whose income or pensions need to be cut due to their marriage, if they marry, their monthly or two-year amount of their income is paid as marriage allowance.
- Part-time employees have been given the opportunity to complete their missing days through optional insurance and borrowing.
- After the age of 18, women can borrow all or as much as they wish abroad without any conditions.
- Additional Article 9 of the Law titled "Insurance of Household Workers and House Caretakers"; who are employed by one or more real persons in household services and whose number of working days is 10 days or more calculated according to working hours in a month in addition to the person they work with; Easy insurance is provided by registering as 4/1-a insured according to the date of employment declared in the "Declaration Regarding Workers to Work 10 Days and More in Home Services".
- According to Law No. 6111 and Provisional Article 12 of Law No. 5510, "In the case that the changes in the situation of girls disappear, these persons are again deemed to be the persons responsible for care according to the relevant laws. By adding the sentence, the social and economic status of girls are protected.
- 5510 Social Insurance and General Health Insurance Law is taken into the scope of universal health insurance, regardless of the gender gap in all Turkish citizens residing in Türkiye scope. Employees of women over the age of 18, those who receive pensions

or income from institutions or are dependent on someone else are considered compulsory universal health insurance holders. All children under the age of 18 are covered by free universal health insurance, regardless of gender.

- Those who make a request from women who receive health care through their spouses are also entitled to be considered as separate universal health insurance holders. Which of the spouses will pay their premiums within the scope of compulsory general health insurance and the other will be considered as dependent is determined by looking at which one makes the request. These regulations, within the scope of gender equality, provide women with the right to have health insurance under the same conditions as men.

- Even if there is a change in the status of dependent daughters in accordance with the relevant laws on the date of the law, it is ensured that they can benefit from health services through their parents, regardless of age, if their status changes disappear (divorce or leave their job).

- Women staying in women's shelters are also covered by general health insurance, with premiums paid by the state. Other than those listed, individuals who do not have any security are also covered by the general health insurance by paying their premiums by themselves or by the state, depending on their income.

- The financing of outpatient or inpatient health services due to maternity is covered.

- Women who are married but cannot have children are financed by assisted reproductive method treatments if they meet certain conditions.

- According to the provisions of the Law on the Protection of Family and Prevention of Violence against Women dated 8/3/2012 and numbered 6284, individuals who are not covered by universal health insurance and who are not covered by the general health insurance dependents or who are within the scope of general health insurance but cannot benefit are considered as universal health insurance holders without income determination during the continuation of these states.

- With the amendment to the Law No. 4956 of 24/7/2003 and Amendment to Article 2 of the Social Insurance Law on Self-Employed Employees in Agriculture dated 17/10/1983 and numbered 2926, the condition that women farmers engaged in agricultural activities in their own name and account must be the head of the family in order to be covered by insurance has been abolished.

In addition, according to the added provisional 7<sup>th</sup> Article to the 6270 Law No. dated 17/01/2012 and to the 5510 Law No. on Social Insurance and General Health Insurance Law, the condition that women farmers engaged in agricultural activities in their own name and account must be the head of the family in order to be covered by insurance has been abolished also prior to the date 02/08/2003.

## **10. Other Legal Regulations**

- The Prime Ministry Circular No. 2004/7 on “Acting in Accordance with the Principle of Equality in Staff Recruitment” aimed at preventing sexual discrimination in



personnel recruitment took effect having been published in the official gazette on 22<sup>nd</sup> January 2004.

- “The Regulation on the Employment Conditions of Pregnant or Breastfeeding Women, and Breastfeeding Rooms and Child Care Homes” was published in the Official Gazette and entered into force on 16<sup>th</sup> August 2013.
- “The Regulation on the Night Shift Employment Conditions of Female Employees” was published in the Official Gazette and entered into force on 24<sup>th</sup> July 2013.
- Following the Report by the Parliamentary Investigation Committee, established in 2005 with the aim of Investigating the Motives for Honour Killings and Domestic Violence against Women and Children, and Determining the Due Precautions, which was discussed in the Turkish Grand National Assembly (GNAT), the Prime Ministry Circular No. 2006/17 was issued on 4<sup>th</sup> July 2006, which was an obvious indicator of the state policy for the equality of men and women , the protection and promotion of women’s human rights, strengthening women’s status in all areas of social life and the prevention of violence against women.
- **The Law No. 5840 on the Establishment of the Committee on the Equality of Opportunity for Women and Men (KEFEK) was published in the Official Gazette and entered into force on 24<sup>th</sup> March 2009.**
  - KEFEK was established to follow the domestic and international developments related to the protection and improvement of women rights and the implementation of equality of women and men, to inform the GNAT about these developments, to discuss the issues assigned as primary or subsidiary duties, and to provide opinions to the expertise commissions on the law drafts and statutory decrees presented at the Assembly.
- With “the Regulation Amending the Regulation on Heavy and Dangerous Occupations” dated 8th February 2013, many occupations were excluded from the category of heavy and dangerous occupation and thus the limitations on the women and youth employment were abolished.
- The Prime Ministry Circular No. 2010/14 on “**Increasing Women’s Employment and Promotion of Equality in Opportunities**” was published in the Official Gazette and entered into force on 25<sup>th</sup> May 2010 in order to increase women employment and to implement equal pay for equal work principle for strengthening the socio-economic positions of women, implementing the equality of women and men in social life, and achieving the sustainable economic growth and social progress.
- Pursuant to the Decree No.2012/3305 and titled “The Decree on State Benefits in Investments” of the Council of Ministers, minimum 500 thousand Turkish Liras of investments by the private sector in crèches, day-care centres and pre-school education are entitled to regional subventions.
- With the Law No. 6552 on the Amendment of the Labour Law and Certain Laws and Decree Laws and Restructuring of Certain Receivables, the scope of birth debt which

was previously valid for two children was increased to three children. Within scope of “the Rural Development Investments Support Programme” which is carried out by the Ministry of Agriculture and Forestry; in the parts of investment projects with 50% grant; in case that the project owner is a female farmer, extra 2 points are added to the points table according to the pre-assessment criteria; and extra 4 points are also added if the woman is a member of agricultural cooperative or union. In case that female farmers engaged in agriculture apply for machinery-equipment purchases within scope of the Project, they can benefit from 50% grant for 35 types of machines.

- Following entry into force of the Law No. 6284, the Circular No. 2012/13 on the Implementation of the Law on Protection of Family and Prevention of Violence against Women was published in April 2012 in order to bring clarity to the implementation of the law and to guide the implementers.
- The Regulation on the Implementation of Law No. 6284 was prepared in accordance with the opinions by the related institutions and organizations and entered into effect on 18<sup>th</sup> January 2013.
- The Regulation on Opening and Operation of Women’s Shelters was prepared with the contribution and participation of all relevant stakeholders and entered into effect on 5<sup>th</sup> January 2013.
- The Regulation on Violence Prevention and Monitoring Centres was prepared with the contribution and participation of all the relevant stakeholders and entered into force on 17<sup>th</sup> March 2016.

## **11. Policy Papers**

Activities carried out by the relevant stakeholders to ensure equality between women and men, women’s empowerment and equal access to rights and opportunities, combat violence against women in Türkiye. In order to carry out these activities within the framework of a certain program and to ensure effective cooperation, Ministry of Family and Social Services General Directorate on the Status of Women prepares periodic action plans.

“*The Strategy Paper and Action Plan on Women’s Empowerment*” was developed under the coordination of General Directorate on the Status of Women covering the period 2018-2023 and still in effect. The Action Plan aimed at promotion of women’s participation in economic and social life; ensuring women’s equal access to rights and opportunities; mainstreaming the principle of equality between women and men into all main plans and programs, has been a very comprehensive action plan prepared for women’s empowerment.

“*The Strategy Paper and Action Plan on Women’s Empowerment 2018-2023*” includes 5 main policy pillars for women’s empowerment. These are as follows;

- **Education,**
- **Economy,**
- **Health,**
- **Participation in Decision-Making Mechanisms**

➤ **Media,**

With the Strategy Paper and Action Plan on Women's Empowerment, various duties and responsibilities are imposed on the public institutions and organisations, local authorities and private sector.

The General Directorate on the Status of Women has regularly prepared action plans on combating violence against women since 2007 in order to involve all parties in the process and to set targets and activities in terms of relevant legislation and public policy. The "**3rd National Action Plan on Combating Violence against Women (2016-2020)**" prepared under the coordination of the General Directorate on the Status of Women with the contributions and participation of public institutions and organisations, non-governmental organisations and women's research centres of universities, taking into account the provisions of international conventions and national legislation, relevant research and investigation reports and recent social needs and developments, was implemented.

In addition, in line with our third national action plan, the "**Coordination Plan for Combating Violence against Women**" covering the years 2020-2021 was prepared as a result of the joint work carried out by our Ministry in cooperation with the Ministry of Justice, the Ministry of Interior, the Ministry of National Education, the Ministry of Health and the Presidency of Religious Affairs on the prominent problems and solution proposals in practice.

The Coordination Plan entered into force within the framework of the "Protocol on Increasing Institutional Cooperation and Coordination in Combating Violence against Women" signed by the relevant Ministries and the Presidency within the scope of the 25 November International Day for the Elimination of Violence against Women.

Through the Coordination Plan, **75 activities** were carried out by the relevant institutions within the scope of the following titles;

- ✓ **Effective Implementation of the Legislation,**
- ✓ **Development of Institutional Capacities,**
- ✓ **Awareness Raising,**
- ✓ **Data Collection and Research.**

In line with the activity for *prevention of early marriages in cooperation with the all relevant parties* included by the Third National Action Plan on Combating Violence against Women covering the period 2016-2020; activities were conducted for the provinces with high rate of early and forced marriages and other provinces deemed necessary within 2017 and 2018. In this regard, field visits were paid to 19 provinces including Diyarbakır, Şanlıurfa, Mardin, İzmir (district of Kiraz), Antalya, Kars, Ağrı, Iğdır, Van, Muş, Bitlis, Gaziantep, Kilis, Nevşehir, Yozgat, Aksaray, Niğde, Hatay, Kahramanmaraş in order to prepare "Provincial Action Plans on Combating Early and Forced Marriages".

In the IV National Action Plan on Combating Violence against Women covering the period 2021-2025, which entered into force in July 2021, 5 main goals, 28 strategies and 227 activities were determined for the roadmap for combating violence in the new period.

5 main goals;

- Access to Justice and Legislation
- Policy and Coordination
- Preventive Services
- Social Awareness
- Data and Statistics

## **B. INTERNATIONAL CONVENTIONS**

### **1. The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)**

CEDAW, the Convention on the Elimination of All Forms of Discrimination against Women, was opened for signature by member states on March 1, 1980, following the 2nd World Conference on Women. Türkiye ratified the Convention in 1985 and it entered into force on January 19, 1986.

Pursuant to Article 18 of CEDAW, States Parties are obliged to submit periodic country reports to the CEDAW Committee every four years. Within the scope of this obligation, Türkiye submitted its first report to the CEDAW Committee in 1990, the 2nd and 3rd Periodic Reports in 1997, the 4th and 5th Periodic Reports in 2005, the 6th Periodic Report in 2008, the 7th Periodic Report in 2014 and finally the 8th Periodic Country Report in 2020.

The Optional Protocol to CEDAW was ratified by Türkiye on July 30, 2002 and entered into force on January 29, 2003.

The Optional Protocol gives individuals and groups the right to appeal to the CEDAW Committee in cases of violations of CEDAW by States Parties. The Protocol also empowers the Committee to receive and examine complaints to monitor implementation.

## **III. WOMEN IN KEY INDICATORS**

### **A. DEMOGRAPHIC DATA**

#### **Population:**

According to Türkiye Statistical Institute 2021 Address Based Population Registration System data, Türkiye's population reached 84 million 680 thousand 273 people. The male population was 42 million 428 thousand 101 people (50.11%), while the female population reached 42 million 252 thousand 172 people (49.89%).

#### **Life Expectancy:**

According to TurkStat data, life expectancy at birth, defined as the average number of years a newborn individual is expected to live if exposed to current mortality risks, increased from 78 years in 2013-2015 to 78.6 years in 2017-2019. In Türkiye, life expectancy at birth, which was 75.3 years for males in 2013-2015 period, increased to 75.9 years in 2017-2019 period, while it increased from 80.7 years to 81.3 years for females. In general, women live longer than men and the difference in life expectancy at birth between men and women is 5.4 years.

### **Marriage Statistics:**

According to TURKSTAT data; when the average age at first marriage is analyzed by years, it is observed that the average age at first marriage has increased for both sexes. In 2021, the average age at first marriage was 28.1 for men and 25.4 for women. The difference in the average age at first marriage between men and women was realized as 2.7 years.

### **Birth Statistics, 2021**

Total fertility rate refers to the average number of children a woman can have during her fertile period (15-49 age group).

According to TURKSTAT data, the total fertility rate was 1.70 children in 2021, down from 2.38 children in 2001. This shows that fertility remains below the population replacement level of 2.10.

### **Mortality Statistics:**

According to TURKSTAT data; the number of deaths was 426 thousand 449 in 2018 and 435 thousand 941 in 2019. Of those who died, 54.6% were men and 45.4% were women.

Crude mortality rate, which expresses the number of deaths per thousand people, was 5.3 per thousand in 2019, while it was 5.2 per thousand in 2018. In other words, there were 5.3 deaths per thousand people in 2019.

## **B. EDUCATION**

### **1. Current Situation**

Education is not only a prerequisite for a productive and quality life, but also a key to minimizing inequalities between social groups and genders as means of both social and individual change. Equal access to education and opportunities at all levels is crucial for women to play an active role in social life.

Article 10 of CEDAW on the right to education obliges States Parties to take all measures to prevent discrimination against women in order to ensure that they enjoy equal rights with men in education.

The documents adopted at the 4th World Conference on Women (Beijing Declaration and Plan of Action) identified 12 critical areas for priority action for the advancement and empowerment of women, and one of these critical areas is "Women and Education".

In addition, Türkiye's international commitments under the Millennium Development Goals, the Convention on the Rights of the Child and its application for membership to the European Union also reveal that Türkiye must make all arrangements to ensure that women and girls have equal rights in education with men.

With the international conventions and documents mentioned above, Türkiye has committed itself to develop policies on education, to make legal arrangements, to implement these laws and to realize 100% female literacy.

Article 4 of the Basic Law on National Education states that educational institutions are open to all regardless of language, race, sex and religion, and Article 8 states that equal opportunities and opportunities are provided to all men and women in education.

As stated in Article 2 of the Law on Primary Education, primary education is compulsory for boys and girls of school age and free of charge in public schools. With the 2012 amendment to this law, the duration of compulsory education has been extended to 12 years, including 4 years of primary school, 4 years of secondary school and 4 years of high school. 97.5% of the total population aged 6 and over can read and write. When the rate of literacy skills by gender is analysed; the rate of literacy skills among the total male population aged 6 years and over is 99.3%, while the rate of literacy skills among the total female population aged 6 years and over is 95.7%<sup>1</sup>.

According to the results of the Address Based Population Registration System (ABPRS) for 2021, 1,862,532 people are illiterate and 1,593,893 of them are women.

83.17% (1,325,771) of illiterate women are in the 50 and over age group. In the 6-24 age group, there are 25,884 illiterate women (TurkStat, 2021).

**Table: Literacy Status and Population by Sex (6+ age) 2021 Türkiye**

| Literacy Status | Total             | Female            | Male              |
|-----------------|-------------------|-------------------|-------------------|
| Illiterate      | 1.862.532         | 1.593.893         | 268.639           |
| Literate        | 73.142.327        | 35.887.416        | 37.254.911        |
| Unknown         | 752.073           | 395.914           | 356.159           |
| <b>Total</b>    | <b>75.756.932</b> | <b>37.877.223</b> | <b>37.879.709</b> |

Reference: Turkish Statistical Institute (TUIK) National Education Statistics Database 2021 Results  
\* Foreign nationals are not included.

4.3% of the female population aged 6 and over is illiterate, while the illiteracy rate among the male population is 0.7%.

Among the female population aged 15 and over (+15), the rate of female illiteracy is 4.92%<sup>2</sup> (TurkStat, 2021).

In general, the illiteracy rate increases for both sexes when moving from "younger to older age groups", from "urban to rural population" and from "Western regions to Eastern regions". However, in all cases, the effect of these variables on women is greater than the effect on men.

According to the "National Education Statistics" prepared by the Turkish Statistical Institute (TurkStat), information on the level of education completed in the age group 6 and above is presented in the table below.

<sup>1</sup> Unknown population is not included in the calculation.

<sup>2</sup> Unknown population is not included in the calculation.

**Table: Population by Level of Education Completed and Gender (6+ age) 2021 Türkiye**

| <b>Level of education completed</b>           | <b>Total</b>      | <b>Male</b>       | <b>Female</b>     |
|---|-------------------|-------------------|-------------------|
| Illiterate                                    | 1.862.532         | 268.639           | 1.593.893         |
| Literate but not graduated from a school      | 7.530.275         | 3.224.669         | 4.305.606         |
| Primary school graduate                       | 16.877.963        | 7.267.940         | 9.610.023         |
| Primary education graduate                    | 5.132.420         | 2.899.977         | 2.232.443         |
| Graduated from secondary school or equivalent | 13.638.216        | 7.434.209         | 6.204.007         |
| High school graduate or equivalent            | 16.697.592        | 9.448.709         | 7.248.883         |
| Graduated from a college or faculty           | 11.637.287        | 6.086.476         | 5.550.811         |
| Master's degree graduate                      | 1.395.232         | 756.363           | 638.869           |
| PhD graduate                                  | 233.342           | 136.568           | 96.774            |
| Unknown                                       | 752.073           | 356.159           | 395.914           |
| <b>Total</b>                                  | <b>75.756.932</b> | <b>37.879.709</b> | <b>37.877.223</b> |

Source: TUIK Address-Based Population Registration System; Education, Culture and Sports Database 2021 Results

\* Foreign nationals are not included.

**Preschool education;** According to the Ministry of National Education Regulation on Preschool Education and Primary Education Institutions, preschool education institution refers to kindergarten, kindergarten class and practice class that provide education to children of preschool education age. Kindergarten is defined as a school opened for the education of children aged 36-68 months as of the end of September, while kindergarten class is defined as a class opened within formal education and lifelong learning institutions for the education of children aged 57-68 months as of the end of September.

According to the figures for the 2021/2022 academic year, the net enrollment rate in preschool education in the 3-5 age group is 44.05% in total, 43.96% for girls and 44.14% for boys.

In the 4-5 age group, the rate is 55.87% overall, 55.80% for girls and 55.94% for boys. In the 5-year age group, the schooling rate is 81.63% in total, 81.41% for girls and 81.85% for boys.

**Primary education institutions** consist of four-year compulsory primary schools, four-year compulsory secondary schools and imam hatip secondary schools.

In the academic year 2021/2022, the total net enrollment rate at the primary school level was 93.16%. It was realized as 93.20% and 93.12% for boys and girls, respectively. In secondary school, net enrollment rates were 89.84% in total and 88.95% and 89.73% for boys and girls, respectively.

While the gender ratio in primary education was 94.11% in the 2006/2007 academic year, it increased to 99.37% in primary school and 101.26% in secondary school in the 2021/2022 academic year. The provinces with the lowest net enrolment rates for girls are Gümüşhane (76.97%), Hakkari (88.35%), Tokat (88.21%) and the provinces with the highest rates are Çanakkale (94.32%), Sinop (94.26%) and Kırıkkale. (94.24%) Looking at the number of students at primary and secondary school level in the 2021/2022 academic year, there are 5,433,901 students attending primary school and 48.52% (2,636,771) of these students are girls. Of the 5,293,067 students attending secondary school, the second level of primary education, 49.04% (2,595,886) are girls.

In the 2021-2022 academic year, the enrollment rate in the 6-9 age group is 98.44% in total; this rate is 98.47% for girls and 98.40% for boys in this age group. The enrollment rate in the 10-13 age group is 98.38% in total, 98.33% for girls and 98.43% for boys.

### **Secondary Education**

Secondary education includes all general, vocational and technical education institutions that are based on primary education, lasting 4 years, compulsory, formal or non-formal. It is observed that the enrollment rates in secondary education, which includes all schools/institutions providing general, vocational and technical education, have increased continuously in recent years.

In the 2006/2007 academic year, the net enrolment rate in secondary education was 56.51% overall, 60.71% and 52.16% for boys and girls, respectively; by the 2021/2022 academic year, it was 89.67% overall, 90.03% and 89.29% for boys and girls, respectively.

Of the 6,543,599 students attending secondary education, 47.13% are girls and 35.21% of the 1,833,717 students attending schools/institutions under the General Directorate of Vocational and Technical Education (excluding fine arts and sports high schools) are girls.

As a result of the developments achieved at the basic levels of education, significant developments have also taken place at the higher education level.

### **Higher Education**

The total higher education net enrollment rate, which was 18.85% in 2005/06, increased to 44.46% in the 2021/22 academic year. For women, this rate increased from 17.41% in 2005/06 to 49.20% in 2021/22 academic year. The gender ratio at higher education level is 104.75%.

**According to the 2021-2022 data of the Higher Education Institution, the number of students in higher education by gender is as follows:**



## Public Universities

|              | Male             | Female           | Total            | % of Female  |
|--------------|------------------|------------------|------------------|--------------|
| Associate    | 1.483.016        | 1.588.282        | 3.071.298        | 51,71        |
| Bachelor     | 2.158.772        | 1.993.361        | 4.152.633        | 48           |
| Master       | 154.623          | 139.962          | 294.585          | 47,51        |
| Ph.D.        | 50.427           | 47.417           | 97.844           | 48,46        |
| <b>Total</b> | <b>3.846.838</b> | <b>3.769.522</b> | <b>7.595.918</b> | <b>49,62</b> |

## Foundation Universities

|                 | Male           | Female         | Total          | % of Female  |
|-----------------|----------------|----------------|----------------|--------------|
| Associate       | 84.408         | 94.395         | 178.803        | 52,79        |
| Undergrad       | 205.812        | 220.602        | 426.414        | 51,73        |
| Master's Degree | 29.337         | 34.349         | 63.686         | 53,93        |
| Ph.D.           | 5.752          | 5.944          | 11.696         | 50,82        |
| <b>Total</b>    | <b>325.309</b> | <b>355.290</b> | <b>680.599</b> | <b>52,20</b> |

According to Council of Higher Education 2022 data; the three fields of education and training with the highest proportion of women at the undergraduate level are Health and Welfare 90.13%, Languages 65.88%, Education 60.81%. The three fields with the lowest proportion of women at undergraduate level are Engineering and Engineering Affairs 20.32%, Information Technologies 23.02%, Engineering, Manufacturing and Construction 30.13%.

Looking at the status of women in academic staff, it is seen that the proportion of women in the ranks of Professor, Associate Professor, Assistant Professor, Lecturer, Lecturer and Research Assistant are higher than many countries' proportion (45.95%). While this is a very significant rate, male dominance continues in top positions such as rector (8,33%) (Council of Higher Education, December, 2022).

## Non-formal Education

In Türkiye, the number and diversity of non-formal education activities for women, both in addition to and outside formal education, which aim to provide them with knowledge, skills and professions and to ensure individual and social development, is striking. In addition to the non-formal education activities carried out by the Ministry of National Education (MoNE) through lifelong learning institutions, many civil society organizations voluntarily provide

literacy, skills and vocational courses for women, municipalities organize similar courses free of charge, and Multi-Purpose Community Centers (ÇATOM) and ADEMs under the Ministry of Family and Social Services engage in similar activities.

According to MoNE data for 2022, 8,191,068 (60.2%) of the 13,603,875 trainees in non-formal education courses across Türkiye are women. The table below shows the distribution of course participants by age and gender in 2022 (MoNE, December 2022).

| <b>2022 Trainee Data by Age Range and Gender</b> |                     |                       |                       |                             |
|--|---------------------|-----------------------|-----------------------|-----------------------------|
| <b>Age Range</b>                                 | <b>Male Trainee</b> | <b>Female Trainee</b> | <b>TOTAL Trainees</b> | <b>Female Trainee Ratio</b> |
| <b>3-6 years</b>                                 | <b>108.300</b>      | <b>106.782</b>        | <b>215.082</b>        | <b>49,6 %</b>               |
| <b>6-14 years old</b>                            | <b>1.775.440</b>    | <b>1.789.245</b>      | <b>3.564.685</b>      | <b>50,2 %</b>               |
| <b>15-22 years old</b>                           | <b>1.088.504</b>    | <b>1.373.444</b>      | <b>2.461.948</b>      | <b>55,8 %</b>               |
| <b>23-44 years old</b>                           | <b>1.813.641</b>    | <b>3.430.246</b>      | <b>5.243.887</b>      | <b>65,4 %</b>               |
| <b>45-64 years</b>                               | <b>573.502</b>      | <b>1.362.190</b>      | <b>1.935.692</b>      | <b>70,4 %</b>               |
| <b>Age 65+</b>                                   | <b>53.420</b>       | <b>129.161</b>        | <b>182.581</b>        | <b>70,7 %</b>               |
| <b>TOTAL</b>                                     | <b>5.412.807</b>    | <b>8.191.068</b>      | <b>13.603.875</b>     | <b>60,2 %</b>               |

### **Distance Education Schools**

Distance education schools are schools opened to provide education services at the formal education level for citizens who have passed the age limit for formal education and for citizens who cannot continue their education due to reasons such as disability, detention, illness, lack of a school where they live or inability to access education.

**Distance Education Schools student data by gender (2021-2022) is below (MoNE, December 2022):**

| <b>SCHOOL TYPE</b>                  | <b>Number of Active Students</b> |              |              | <b>Number of Active Detained/ Convicted Students</b> |              |              |
|-------------------------------------|----------------------------------|--------------|--------------|--|--------------|--------------|
|                                     | <b>Male</b>                      | <b>Woman</b> | <b>Total</b> | <b>Male</b>  | <b>Woman</b> | <b>Total</b> |
| Distance Education Secondary School | 70.229                           | 101.714      | 171.943      | 197  | 2964         | 3161         |

|   |                  |                  |                  |            |              |              |
|---|------------------|------------------|------------------|------------|--------------|--------------|
| Distance Education Imam Hatip High School | 43.467           | 52.547           | 96.014           | 658        | 24451        | 25109        |
| Distance Education High School            | 670.229          | 743.462          | 1.413.691        | 28         | 1057         | 1085         |
| Vocational Distance Education High School | 821.995          | 916.203          | 1.738.198        | 5          | 81           | 86           |
| <b>General Total</b>                      | <b>1.605.920</b> | <b>1.813.926</b> | <b>3.419.846</b> | <b>888</b> | <b>28553</b> | <b>29441</b> |

## Instructors

According to data from the 2021-2022 academic year;

- ✓ 93.77% of the 63,142 teachers working in preschool education (59,213),
- ✓ 64.76% (201,070) of the 310,477 teachers working at the primary school level,
- ✓ 59.16% (222,884) of the 376,747 teachers working at the secondary school level,
- ✓ Of the 389,307 teachers working in secondary education, 51.68% (201,212) are women.
- ✓ Of the 14,236 teachers working at other levels (Provincial/District MEM, Olgunlaşma Institute, RAM, Distance Education Institutions, Evening Art Schools, Public Education Centers, In-Service Training, Special Talent), 58.43% (8,318) are women.
- ✓ Among educational institution administrators, 3,244 out of 31,480 school principals, 248 out of 2,559 assistant principals and 12,911 out of 51,039 deputy principals are women.

In recent years, the number of female teachers in primary education has increased significantly. Female teachers have a positive impact on breaking the resistance of families to the education of girls and the continuation of education. Teachers and school principals are role models for students. In this respect, it is very important to increase the number of female school principals and vice principals as well as the number of female teachers.

By the end of 2022, according to MEBBIS database records;

- ✓ Of the 1,214 administrators with permanent status in the central organization of MoNE, 504 are women (42%).
- ✓ Of the 81 Provincial Directors of National Education working in the provincial organization of MoNE, 4 are women (5%).
- ✓ Of the 922 District National Education Directors working in the provincial organization of MoNE, 18 are women (2%).
- ✓ Of the other 8,197 administrators working in the provincial organizations of MoNE, 2,270 are women.

## 2. Activities Carried Out

Launching an education mobilization to achieve the goal of ensuring equal participation of girls and boys in education, Türkiye opened boarding and boarding primary schools in order to provide primary education services to the primary school age population and children of families with low economic status in villages and sub-village settlements in rural areas where there are no schools. According to the data for the 2020-2021 academic year, the number of boarding students is 320,219, of which 160,579 (50.14%) are girls (MoNE, 2021).

In order to meet the need for supportive materials that all our primary school students, especially those who study in combined classes in village schools, may need for in-school and distance education studies, 17 types of workbooks prepared in the fields of Turkish, Mathematics, Science, Life Sciences and Social Studies were made available to our students and teachers in the 2019-2020 academic year.

"Transportation Primary, Secondary and Secondary Education Practice" is carried out in order to provide better quality education for boys and girls of primary school age in sparsely populated and scattered settlements with no school and for students in schools with combined classes, and to ensure equality of opportunity and opportunity in education.

In the 2021/2022 academic year, the number of students benefiting from "Transportation to Primary and Secondary Schools" is 722,119, of which 355,288 (49.20%) are girls.

In the 2021/2022 academic year, a total of 441,460 students (212,488 girls and 228,972 boys) were provided with transportation and catering services in 81 provinces within the scope of secondary education (MoNE, 2022).

In addition to boarding services for children from poor families, scholarship services are also provided for 6th, 7th and 8th grades of primary education institutions and general and vocational technical secondary education institutions.

With scholarship services and Conditional Education Assistance, unrequited educational assistance is provided in every sphere of Türkiye in order to create a social assistance network that aims to provide full access to basic education services for the children of families belonging to the neediest segments of the population. "Conditional Education Assistance" is provided to families in the poorest segments of the population who cannot send their children to school due to financial constraints, provided that their children attend school. Monthly payments of 100 TL for girls and 90 TL for boys in primary education, 150 TL for girls and 130 TL for boys in secondary education are made. In order to increase the schooling rates of girls and the transition rates from primary to secondary education, the **amounts of aid given to girls and students attending secondary education have been kept higher and payments are made to mothers. In addition**, as a result of the impact analysis conducted on Conditional Education Assistance, it **was observed that** the number of absent days decreased by approximately 50%, the rate of decrease in absenteeism was higher in rural areas, and **absenteeism decreased 2 times more for girls than boys.**

Launched on May 29, 2017, the "Inclusive Early Childhood Education for Children with Disabilities Project", co-financed by the Ministry of National Education and Türkiye-European Union with technical assistance from UNICEF, ended in May 2020. The project activities were implemented in 90 pilot schools in Antalya, Bursa, Konya, Konya, Izmir, Gaziantep and Samsun. Through 143 trainers trained under the project; 1,200 teachers were trained and 16,000

parents were informed about the educational rights of children with disabilities through Family Information Seminars.

90% of the parents are women. The materials produced under this Project were delivered to 32,000 children. The project implementation period ended on December 29, 2020.

The implementation process of the Project on Increasing Quality and Access to Early Childhood Education, which is implemented with the co-financing of the Republic of Türkiye and the European Union and with the technical support of UNICEF, started on November 1, 2020. The aim of the project is to ensure that all children, especially disadvantaged groups, have access to early childhood education and to increase the quality of this education. With the project, alternative and flexible early childhood education models will be put into practice to ensure access to education for all children. "community-based early childhood education and service model", "summer kindergarten model" and "mobile teacher model" are being implemented to ensure access to early childhood education services for children in rural and low-density settlements. In this context, the "My Play Chest" education set was delivered to 5,000 disadvantaged families, and training and material support was provided to playrooms in municipalities and public education centers. In regions in need of physical space, 300 container kindergarten classrooms with 600 classrooms were established and the need for classrooms was met. The current situation regarding the activities carried out is as follows:

- Preschool Education Program has been updated.
- Preschool Education Teacher's Guidebooks have been developed
- 12 Children's Activity Books were developed.
- Family Education Program has been updated.
- 36 Storybooks were developed.
- Summer Kindergarten Model Training Program was developed and Teacher Trainings were organized.
- Mobile Teacher Training Model Program was developed and Teacher Trainings were organized.
- The Playroom Education Model Program was developed and Teacher Trainings were organized.
- A Municipal Training Program was developed and Teacher Trainings were organized.
- A 39-episode cartoon was developed.
- Installation of 300 Containerized main classrooms with 600 classrooms was completed.
- Distribution of 5000 Game Chests was completed.
- 30 Mobile Teacher Training Sets, 100 Playrooms were provided with Training and Material Support.
- Furniture and material support was provided to 40 classrooms within the Municipality.
- 1000 Summer School Education Sets, 1150 Teachers were provided with Preschool Education Program Trainer Training
- 10,000 Teachers will be trained on Preschool Education Program.

- Early Childhood Education Institution Standards will be revised.
- Knowledge, Attitudes and Practices Survey (KAP Survey) was conducted and awareness raising activities will be organized to change the attitudes of families and caregivers positively in order to expand early childhood education services.
- Legislation update studies are ongoing.

In order to meet the need for classrooms in disadvantaged settlements where foreign children are concentrated, 278 portable kindergarten classrooms were built in 139 places in the 2017-2018 academic year: "My Play Chest" set, which includes 52 different educational materials and a daily education calendar to support children's development at home, was distributed to 500 children in the 2019-2020 academic year and 3200 children of families with unfavourable conditions who did not attend pre-school education in the 2020-2021 academic year, and monitoring and evaluation studies were completed. In the 2021-2022 academic year, 9,466 "My Play Chest" sets were distributed.

The number of portable (container) classrooms completed to meet the need for classrooms, especially in settlements with a high concentration of underprivileged families, reached 356 classrooms, creating a total capacity of 14,000 children.

"From One Thing to Many Things", which encourages children to create various products from one main material with accessible and low-cost materials for children to spend productive time at home, and "Feel, Think, Do" themed activity books to develop children's thinking, imagination, curiosity, creativity and problem solving skills were distributed to 11000 underprivileged families along with pencil sets.

Within the scope of the "Protocol for Supporting Early Childhood Education", in the 2020-2021 academic year, training was provided to provincial/district administrators and school principals of 156 pre-school education institutions where foreign children are concentrated, and equipment/ stationery/material support was provided to their institutions. In the 2021-2022 academic year, training was provided to provincial/district administrators and school principals of 175 pre-school education institutions and equipment/ stationery/material support was provided to their institutions.

The writing, drawing and design works of the materials prepared within the scope of the "365 Days of Story" project, which was initiated by our General Directorate for the writing, drawing and design of storybooks needed for preschool children, have been completed and the books are in the evaluation stage.

In cooperation with PIKTES Coordinatorship, children in pre-school education institutions implementing summer education in 26 provinces with a high number of foreign children in the 2020-2021 academic year were provided with nutrition, transportation, equipment/ stationery/material support.

EBA TV shootings covering an academic year were made for early childhood education. With this study, distance education contents were prepared to support all developmental areas in early childhood education.

Within the scope of the 10,000 Schools in Basic Education Project, approximately 4,000 new kindergarten classrooms have been opened since September, repairs have been made and equipment/ stationery/material needs have been met.

In the 2018-2019 academic year, the "Mobile Teacher Classroom" and "Transportation Center Kindergarten Classroom" pilots were completed for children in out-of-school settlements. Approximately 1,100 children were schooled through these practices. In addition, during the summer of the 2018-2019 academic year, pre-school education institutions in regions with a high number of foreign children were provided with educational materials, equipment, material sets and nutrition support prepared for summer education, and branch managers, school principals and teachers were trained. 47 thousand children who could not attend school were enrolled in summer education.

Conditional Education Assistance for Foreigners (CEA) is provided to foreign students on condition that they attend school regularly. In order to increase girls' enrollment rates and transition rates from primary to secondary education, the amount of aid given to girls and students attending secondary education has been increased and payments are first made to the Red Crescent card of the student's mother, or if not available, the student's father or relatives. Monthly payments are 100 TL for girls and 90 TL for boys in primary education, 150 TL for girls and 130 TL for boys in secondary education.

Within the framework of the cooperation protocol between the Directorate of Migration Management and the General Directorate of Lifelong Learning, course programs (SUYE) are organized to facilitate the adaptation of all adult foreigners (17-65 years old) with the legal right to stay to social, economic and cultural life in our country.

The Early Childhood Education Project is being implemented under the protocol "Early Childhood Education for Syrian Children in Türkiye and Turkish Children in Need" signed between the Directorate General for Lifelong Learning, Directorate General for Basic Education and German International Cooperation Agency (GIZ) with the aim of improving the conditions supporting early childhood development for Syrian children aged 3-6 and disadvantaged children in the host community. The project aims to increase the number of girls' participation in early childhood education, as well as to increase participation in courses by creating areas where mothers can leave their children while attending courses offered at Public Education Centers.

The content preparation of the preschool education material set, which is planned to be distributed to the families of disadvantaged children, has been completed and pilot implementation has started in the 2019-2020 academic year by distributing it to 500 disadvantaged families. The "Preschool Activity Book" and the 3-volume "Hand in Hand Preschool Education" evaluation book associated with the activity book were distributed to all preschool education institutions.

"Within the scope of the "10,000 Schools in Basic Education Project", 16,100 new kindergarten classes and 2,321 new kindergartens were opened for education, repairs were made and equipment/ stationery/material needs were met. Thus, the physical capacity of preschool education was significantly increased.

In order to ensure children's access to pre-school education in settlements where classrooms cannot be opened due to the low number of children, the Ministry has taken measures, and developed alternative education access model. In the event that a kindergarten class cannot be opened in remote and sparsely populated settlements, the "Mobile Teacher Classroom" model, which is one of the alternative access models, enables a teacher to go to more than one settlement, gather children in a suitable area and provide education; and the "Transport Center

Kindergarten Classroom" model enables children to receive education by starting from a remote village and transporting them to the place selected as a transport center accompanied by a guide staff, so that a child can be transported a maximum of 20-25 km. In the first pilot implementation in the 2018-2019 academic year, 37 teachers in 23 districts visited 148 villages and reached 680 children in the mobile teacher model; 367 children received education in 29 settlements in 10 districts in the transportation center kindergarten class model. In the 2021-2022 academic year, the mobile teacher classroom model was implemented in 141 education centers in 29 districts of 141 education centers in 16 provinces and 82 districts of 161 education centers in 32 provinces. Planning studies are underway to continue these practices in the 2022-2023 academic year.

On the other hand, in central areas with dense populations and land availability problems, portable kindergarten classrooms (containers) and prefabricated classrooms were built in schools with suitable gardens to meet the need for classrooms in preschool education. The number of such environments has reached 356 classrooms, with a total capacity of 14,000 children. By the end of 2022, a total capacity of approximately 30,000 children will be created with the construction of 300 2-classroom prefabricated classrooms, and a total capacity of 60,000 children will be created with the construction of 300 2-classroom container classrooms.

Summer education, a flexible-time program, is organized every year in July and August for children who cannot attend school during the school year, especially those who will start primary school the following year. In the 2021-2022 academic year, equipment/stationery/materials and shuttle service support was provided to schools implementing summer education, thus enabling 80,000 children to attend summer education in the 2021-2022 academic year.

The "My Play Chest Set", which contains 52 different materials, was prepared to support children living in underprivileged households who do not have access to pre-school education at home. In addition, a home-based access model has been developed in which the set is delivered to the child and the family through the preschool teacher and the school principal, the child's development is monitored and supported through regular home visits every month, and the family is guided. In the 2019-2020 academic year, 500 crates were delivered to children's homes, 3200 crates in the 2020-2021 academic year, 9476 crates in the 2021-2022 academic year, and regular home visits were carried out. In the 2022-2023 academic year, 14,000 "My Play Chest Sets" are planned to be delivered to children and school/teacher identification activities are ongoing.

With the Child Support Education Program and Parent Support Education Program, whose Framework Program was prepared by the General Directorate of Basic Education and approved by the General Directorate of Lifelong Learning and added to the *e-Yaygın* system, the first official intervention program that includes children and families in the education process at the same time was implemented. With the Child Support Education Program and Parent Support Education Program; it is aimed to increase the interaction of parents with children between the ages of 3-6 with their children, to support the holistic development of children and to support parent-child development holistically. A Parent Child Support Training Program Implementation Guide has also been prepared to guide practitioners and prevent any problems that may occur in practice. With this program, it will be ensured that children aged 3-4-5, primarily 5 years old, who cannot access pre-school education due to various reasons (insufficient physical capacity due to dense population, children from poor households,



settlements without schools, etc.) will benefit from pre-school education, classrooms that remain empty outside of education hours in schools can be used effectively, and parents will be informed about their children's development (cognitive, social emotional, physical, language and self-care).

Pilot studies were initiated to provide nutrition support to children attending pre-school education in settlements with unfavorable conditions. In this context, firstly, in the 2021-2022 academic year, in 22 districts of Gaziantep, Hatay and Şanlıurfa provinces, schools in settlements with unfavorable conditions were identified and a total of 15,920 children, 6,266 of whom were foreign nationals, were provided with nutrition support. In the 2022-2023 academic year, all work was completed and the necessary funds were sent to school directorates in order to provide one free meal to 60,000 children across the country, and thus, one free meal was started to be provided in preschool education. As of the second semester of the 2022-2023 academic year, free meals will be provided to all pre-school institutions.

"365 Days of Stories" project was carried out by our General Directorate to develop story-type educational materials for children in early childhood in order to give children the habit of reading, increase their vocabulary, and support the development of their listening and speaking skills. Within the scope of the project, 53 new storybooks were developed and a preschool classroom library consisting of 91 storybooks and bookcases was created together with the storybooks previously developed by the Ministry. This classroom library is planned to be delivered to all official pre-school classrooms by the end of the 2022-2023 academic year and distribution activities are ongoing.

The Ministry of National Education and the Ministry of Industry and Technology signed the "Cooperation Protocol on the Opening of Preschool Education Institutions in Organized Industrial Zones" in order to ensure the coordination of the preschool education system with the developments in the industrial sector and to contribute to the expansion of preschool education services in Organized Industrial Zones by building preschool education areas to increase women's employment. Within the scope of the protocol, women's employment will be supported by opening new kindergartens/nursery classes in organized industrial zones.

In order to reduce the cost of pre-school education, especially for families of children living in socio-economically disadvantaged households, a protocol was signed between the Ministry of Family and Social Services and Ministry of National Education to support the education process of Turkish citizen children who are in households benefiting from social assistance under the Law No. 3294 on Social Assistance and Solidarity Encouragement and who receive education from official pre-school education institutions. Within the scope of the protocol, cash support has started to be provided to the schools where these children are located for nutrition, cleaning services and educational materials for the implementation of the education program.

Public education modules offered free of charge by public education centers have been adapted for pre-school children in order to ensure that children in poorly-privileged settlements benefit more effectively from children's clubs. Thus, a total of 32 new public education module programs suitable for preschool children were prepared. With these modules, all children in pre-school education institutions in underprivileged settlements benefit from kids clubs free of charge.

"One Thing to Many Things", which encourages children to create various products from one main material with accessible and low-cost materials for children to spend productive time at

home, and "Feel, Think, Act" themed activity books to develop children's thinking, imagination, curiosity, creativity and problem solving skills were distributed to 11.000 underprivileged families together with pencil sets.

In order to enrich preschool education, the 492-episode "TRT EBA Kindergarten" program for preschool children on TRT EBA channel has been completed. Every day in the morning and evening hours, the development of approximately 4 million children aged 3, 4 and 5 in our country and thousands of children abroad was supported with quality content. This program was broadcast every weekday during the 2020-2021 academic year and continues to be broadcast in the 2021-2022 academic year. In order for children to receive more and quality education in every environment and opportunity, the program is also supported by a generation called "Ailece" for families.

The Ministry of National Education is actively working to expand pre-school education and improve its quality. Provincial/district national education directorates, on the other hand, are working to ensure the smooth implementation of preschool education in schools within the framework of the legislation and official letters prepared by the Ministry. Throughout this process, the Ministry's sharing its activities with provincial/district national education administrators, discussing the problems experienced in the field and proposing solutions will ensure the efficient functioning of the process. For this reason, three two-day informative meetings are organized each year for 600 provincial/district administrators on topics such as disadvantaged children and ensuring that every child receives at least one year of pre-school education.

### **Catch-up Program in Primary Schools (IYEP)**

It is a program that aims to overcome the missing learning of students attending the 3rd grade of primary schools who, for various reasons during the academic year, have not achieved sufficient gains in the learning areas of reading, reading comprehension, writing skills and natural numbers and four operations in natural numbers. The program started to be implemented all over Türkiye in the 2018-2019 academic year and is implemented through direct grants with UNICEF. Within the scope of the program, the learning deficiencies of male and female students are eliminated; indirectly, measures are taken to solve problems such as early leaving education and absenteeism. Within the scope of the program, 46% of the students receiving education in the 2021-2022 academic year are girls.

### **Digital is My Business Project Phase I (2020-2021)**

The project aims to provide digital literacy skills to women studying in public education centers and enable them to participate in the active workforce by supporting their professional development in digital fields. Within the scope of the project, 339 trainings were organized. In total, 4898 trainees and 62 trainers were reached. A total of 82 trainees participated in the Social Media Campaign competition and 43 trainees were employed at the Call Center.

### **Increasing Employability for Syrians and Host Communities in the Renewable Energy Sector**

In the renewable energy sector, it is aimed to increase the employability of a total of 1000 people aged 18 and over through vocational training and skills certification trainings in the fields of solar energy and wind energy. This group was determined as 25% women, 50% host community members and 50% Syrians under temporary protection.

Project scope:

- 1- With the participation of UN Goodwill Ambassadors, a renewable energy workshop was opened at the İskenderun Public Education Center and visibility activities were carried out.
- 2- Workshop renovation and construction works were completed in Mersin.
- 3- "Renewable Energy Technologies Photovoltaic Solar Panels Installation and Hybrid (Solar-Wind) System Integration (Blended Learning)" course program was prepared and approved according to the Blended Learning model. Between March 2020 and December 2021, 29 courses were held. 393 trainees who attended the courses received certificates. Of the certified trainees, 162 (41%) were women.

### Literacy Campaign

It is an educational activity launched under the auspices of the Presidency in 2018 with the aim of ensuring that all citizens outside the age of compulsory primary education (*individuals over the age of 14*) who do not know how to read and write or know very little about reading and writing learn to read and write or study at primary school level under the supervision and control of the state in accordance with the objectives and basic principles of Turkish national education and will continue uninterruptedly with the understanding of "*mobilization until all citizens are literate*" (MoNE. December, 2022).

Below is the data on the Literacy Campaign:

| Course Type and Level          | Participating Trainees |                |                  | Trainee Receiving Certificate |                |                |
|--------------------------------|------------------------|----------------|------------------|-------------------------------|----------------|----------------|
|                                | Male                   | Female         | TOTAL            | Male                          | Female         | TOTAL          |
| Intensified Basic Level        | 85.978                 | 545.709        | 631.687          | 38.927                        | 279.875        | 318.802        |
| Level I Detection Examination  | 70.818                 | 12.761         | 191.579          | 48.592                        | 95.349         | 143.941        |
| <b>TOTAL</b>                   | <b>156.796</b>         | <b>558.470</b> | <b>715.266</b>   | <b>87.519</b>                 | <b>375.224</b> | <b>462743</b>  |
| Stage II Course                | 123.796                | 44.786         | 124.434          | 13.927                        | 13.495         | 27422          |
| Level II Detection Examination | 77.306                 | 9.2734         | 170.040          | 41.817                        | 55.753         | 97570          |
| <b>TOTAL</b>                   | <b>201.102</b>         | <b>54.059</b>  | <b>294.474</b>   | <b>18.108</b>                 | <b>69.248</b>  | <b>124.992</b> |
| <b>FINAL TOTAL</b>             | <b>202.054</b>         | <b>612.529</b> | <b>1.009.740</b> | <b>105.627</b>                | <b>444.472</b> | <b>587.735</b> |

## Non-Formal Education Activities for Foreigners

The General Directorate of Lifelong Learning provides education services by opening general courses, vocational and technical courses and Turkish courses for foreigners through public education centers in order to facilitate the benefit of the universal education right of foreign nationals in our country and their social adaptation. In order to improve the Turkish language skills of all foreigners in our country, Turkish Teaching course programs have been prepared according to age groups. With these course programs, it is aimed to increase the language development of foreign women.

### All Foreign Trainee Data in Our Country (Data belong to the years 2014-2022.) (MEB, December 2022)

| Course Type                     | Female                | Male               | Total            |
|---------------------------------|-----------------------|--------------------|------------------|
| <b>General Courses</b>          | 1.624.195<br>(%52,26) | 1.483.726 (%47,74) | <b>3.107.921</b> |
| <b>Vocational Courses</b>       | 201.733 (%73)         | 74.601(%27)        | <b>276.334</b>   |
| <b>Turkish Teaching Courses</b> | 514.582<br>(%59,82)   | 345.696 (%40,18)   | <b>860.278</b>   |
| <b>Turkish Literacy Courses</b> | 127.294<br>(%56,44)   | 98.247 (%43,56)    | <b>225.541</b>   |

On the other hand, the “School Dropout Investigation Report in the World and in Türkiye”, which is being prepared in cooperation with the General Directorate of Secondary Education and UNICEF, includes examples of preventive, intervention and compensatory work carried out in different countries for students at risk of absenteeism, grade repetition and dropping out of formal education, as well as international policy, models and practices. A draft report has been prepared within the scope of the study, and after the completion of the research, the results will be shared with the relevant institutions and organizations, and it is planned to carry out studies to prevent absenteeism, grade repetition and early leaving school in line with the findings and recommendations.

In addition, “Policy Recommendations Report on Grade Retention in Secondary Education, Reasons for Dropout and Children Out of Formal Education” was prepared in cooperation with the General Directorate of Secondary Education and UNICEF. Taking into account the recommendations in the report and the outputs of the projects carried out by the Ministry of National Education, the “Project for Increasing Attendance and Schooling Rates in Secondary Education” (ODAP) within the scope of the European Union Pre-Accession Financial Assistance Instrument for the 2014-2020 Period (IPA-II) was launched on 10 December 2021.

The project, which consists of service and goods procurement components and will last for 30 months between the years 2021-2024, aims to increase education and skill levels by ensuring that everyone has access to education at secondary education levels and combating early school leaving/absenteeism. The overall objective of the project is “to support efforts to increase attendance and schooling rates at secondary education through the development and implementation of a comprehensive prevention, intervention and compensation model in all official secondary schools (general secondary education, vocational and technical education, and religious education).” The project is implemented in 50 pilot schools in 14 provinces.

MEB works on making 88 textbooks and 478 units of Biology, Geography, Physics, Chemistry, English, Mathematics, History, Turkish Language and Literature, Philosophy, German and French courses free of charge for the 2022-2023 academic year. It is constantly updated by teachers and published at [ogmmaterial.eba.gov.tr](http://ogmmaterial.eba.gov.tr).

The “Project for the Development of Professional Skills (MESGEP-1)”, which was carried out in 35 provinces between 2011-2016 and completed its activities; Within the scope of dissemination to the 2017 Investment Program, the “Project for the Development of Vocational Skills (MESGEP-2)” was carried out. As of January-August 2018, 2,696 people attended a total of 168 vocational courses, and 80% (2.211) of the trainees were women. The target group of the project includes women who are victims of violence and housewives who want to have a profession.

With the 2010/38 numbered "Schooling of Girls in Secondary Education" Circular published by the Ministry of National Education, it is aimed to increase the schooling rates of girls, to increase the transition rates to secondary education, and to ensure that no girl is left out of education.

The "Operation to Increase School Attendance Rate, Especially for Girls-2" (KEP-2) project has been completed.

In cooperation with Vodafone Türkiye Foundation, the “Digital is My Job Project” is carried out in order to facilitate women's adaptation to the changing world and lifestyle, to increase their digital literacy skills, and to support their participation in the workforce by supporting their professional development.

Within the scope of the project, “Digital Literacy” and “Digital and Social Media Marketing Training” are provided. In the first phase of the project, 2 different course programs (Digital Literacy and Digital Marketing) were prepared and included in the MEB curriculum. In the second phase of the project, "Digital Literacy" and "Digital Marketing" trainings continue to be given.

It is aimed to reduce the drop-out rate of female students through campaigns such as "Come on Girls Let's Go to School", "Daddy, Send Me to School", "Snowdrops" and "Basic Education Support Project" carried out in cooperation with international organizations, the private sector and non-governmental organizations.

The second store of Bohça, which is the brand of MEB General Directorate of Lifelong Learning Maturation Institutes, was opened in Istanbul GALATAPORT by Emine ERDOĞAN, the first lady, with the concept of Women, Family and Household items.

| <u>DATE</u>  | <u>FORMAT</u>  | <u>GENRE</u> | <u>GENERAL DESCRIPTION</u>                                   |
|--------------|----------------|--------------|--|
| • 5.Oct.22   | Ankara/Online  | Training     | Technical Academy Social Media Usage                         |
| • 12.Oct.22  | Adana/ Online  | Training     | Research Techniques Training                                 |
| • 18.10.2022 | Ankara/ Online | Training     | To PTTAvm officials  |
| • 8.Nov.22   | Ankara/ Online | Training     | "Project Management and Cycle" training                      |
| • 23.Nov.22  | Ankara/ Online | Training     | "Erasmus +" training   |
| • 9.Dec.22   | Ankara/ Online | Training     | "Traces of Traditional Culture in Contemporary Art" training |

In 2022, within the scope of the ongoing "The Secret of Work is in the Workshop" project, a training, excursion and activity program was prepared and carried out in Istanbul for 24 teachers and master trainers selected from teachers and master trainers working all over the country in line with their areas of expertise.

Within the scope of the "Culture Trace Turkish Needle" project, which was launched in 2022 and will continue in 2023, 7 maturation institute directors participated in the 6th International Morocco Home Textile, Fashion and Accessories Fair between December 7-10, 2022. In this fair, which took place at The Mohammed VI Exhibition Park Fairground and hosted thousands of visitors from more than 20 countries in Asia, Europe and Africa, consultations were held on how to ensure participation from our country to the textile exporters of Morocco, which is the gateway of Africa to Europe, and the raw material and semi-finished product production source of fashion leader countries such as France and Italy.

The Ministry of National Education General Directorate of Lifelong Learning conducts field studies at the beginning of each academic year through the Directorates of Public Education Centers, which operate on the basis of full year and full day education, to identify illiterate citizens and ensure their participation in literacy courses.

In public education and vocational training centers, efforts are made to increase women's employability and participation in economic and social life and to ensure that they acquire income-generating professions by making them benefit from vocational training course programs.

The Ministry of National Education launched the Family School Project, coordinated by the General Directorate of Lifelong Learning, to strengthen the family as the foundation of society. Parents receive training at the Family School on 8 main topics including family communication, conflict and stress management, conscious and safe use of technology, combating addiction,

social emotional skills development, peer relations, moral development, healthy nutrition and physical activities.

Trainings that put parents at the school desks continue in 81 provinces. Within the scope of the project, training of trainers for teachers was organized by academics and field experts. Trainer teachers who received this training both opened family school courses in the provinces where they worked and provided training for other teachers.

Within the scope of the Family School Project, which aims to support children socially and emotionally, parents received training in 10 areas including family communication skills, conflict and stress management, conscious and safe use of technology, combating addiction, social emotional skills development, peer relations, moral development, healthy nutrition and physical activities, first aid, environmental protection awareness, in order to shed light on family relations, home management and methods of teaching positive behavior to children.

According to available data as of December 2022, the number of parents trained in these courses is 1,030,498. (261,331 men, 769,167 women)

Within the scope of the Family School Project, the Family School area was opened among non-formal education course programs and under this area, Family School Trainer Training, Family School (for Mukhtars), First Aid in the Family, Environment and Climate Change Awareness and Traffic Learning course programs were developed and put into practice.

The following course programs have also been developed to be published under the family school area and will be put into practice after the trainings of trainers for these courses are completed:

- Individual Development and Cultural Awareness
- Parent Attitudes and Child Development
- Family Law
- Family in Turkish Literature
- Courtesy and Etiquette

The Literacy Campaign was launched by the Ministry of National Education under the auspices of our President Recep Tayyip ERDOĞAN and his wife Emine ERDOĞAN on 01 February 2018 in order for all illiterate adults to learn to read and write. From the day the mobilization started until the end of 2022, 1,384,235 people were reached at all levels. During this period, a total of 1,096,036 female trainees participated in literacy courses at all levels.

In the curricula and teaching materials implemented in primary and secondary schools, narratives that praise or denigrate a gender have been carefully avoided.

In addition, the number of male and female students used in the texts and visual elements in the teaching materials was kept equal, expressions and visuals that identify a profession with a gender were avoided, and in the sections where the achievements related to family are covered,

democratic structure and functioning in the family and parental roles were carefully expressed and attention was drawn to the equality of women and men. While designing texts, activities and visuals in textbooks and teaching materials, care was taken to select elements that would not evoke gender discrimination. In line with the General Objectives and Basic Principles of Turkish National Education as set out in the Basic Law on National Education, the curricula and textbooks in use in all grades of secondary education institutions are free from discrimination based on gender, race, religion, language, color, political opinion, philosophical view.

In addition, values education (such as justice, friendship, honesty, self-control, patience, respect, love, responsibility, patriotism, benevolence), entrepreneurship, financial awareness, cyber security, occupational health and safety, productivity, national intellectual property rights, desertification, design and constructive activities are included in these curricula.

As part of efforts to remove all discriminatory images, expressions and similar items from textbooks, a system was developed in 2012 to enable educators to electronically evaluate textbooks to be used in formal and non-formal education institutions affiliated to the Ministry of National Education. In the same year, the Regulation on Textbooks and Educational Tools was adopted and the Regulation states that textbooks shall present an approach that supports fundamental human rights and freedoms and rejects all forms of discrimination.

In 2019-2020, 97 textbooks of Biology, Geography, Physics, Chemistry, English, Mathematics, History, Turkish Language and Literature, Philosophy, German, French, Geography, Physics, Chemistry, English, Mathematics, History, Turkish Language and Literature, Philosophy, German and French courses taught in secondary education institutions were made interactive. While preparing this study, expressions and visuals that evoke discrimination in the content were eliminated and attention was paid to ensure that the number of genders in the figures and tables was equal.

In this context, one of the evaluation criteria set by the Board of Education is that "a reasonable gender balance should be observed in the examples given and the characters used".

- ✓ Finally, the "Regulation on Textbooks and Educational Tools of the Ministry of National Education" was reorganized in order to meet today's needs and entered into force after being published in the Official Gazette dated October 14, 2021 and numbered 31628. Paragraph (a) of the first paragraph of Article 6 titled "Qualifications of textbooks and educational tools" of the relevant Regulation states that "It does not contain matters contrary to the Constitution and laws." In this context, textbooks are currently prepared and examined with an approach that supports fundamental human rights and freedoms and rejects all forms of discrimination. In addition, within the scope of the reorganization of the regulation, the Criteria and Explanations for the Evaluation of Draft Textbooks and Educational Tools and their Electronic Content have also been updated. Some of the items in the relevant criteria are listed below:



- ✓ The content should be prepared with an approach that promotes fundamental human rights and freedoms and rejects all forms of discrimination, taking into account the principle of equality clearly stipulated in the Constitution and the Basic Law on National Education.
- ✓ Attention should be paid to the principle of social equality in the treatment of topics or examples, in the description of people and in the presentation of events.
- ✓ In the examples given and the characters used, a reasonable balance should be observed in terms of the distribution of women and men.
- ✓ In the representation of men and women, there should be no expressions such as attribution, prejudice, stereotyping, etc.

Within the scope of the relevant provisions, the draft textbooks applied to the Ministry for review and evaluation are prepared with an approach that supports fundamental human rights and freedoms and rejects all kinds of discrimination, and this has been ruled by the Ministry as a basis for the review and evaluation procedures.

On the other hand, the activities of the General Directorate of Vocational and Technical Education (MTEGM) are summarized below:

**Vocational Education Cooperation Protocol between the General Directorate of Vocational and Technical Education and the Women Craftspersons Project Management and Software Services Limited Company**

The purpose of the protocol signed between MTEGM and Women Craftspersons Project Management and Software Services Limited Company on 08.06.2022 for a period of 1 year; Providing employment in the sector by providing vocational training and job security trainings to unemployed Women Craftspersons Candidates, transferring new technological developments to workshop and vocational course teachers and students, granting success scholarships to female students attending vocational and technical Anatolian high schools, and supporting the workshops/laboratories of the schools included in the protocol. . The activities carried out within the scope of the protocol are as follows:

- ✓ Determination of the training programs needed by the parties and making the necessary planning,
- ✓ Identifying the schools where the trainings will be held and supporting their workshops/laboratories and providing support for materials,
- ✓ Identification of students to receive training,
- ✓ Scholarships for female students studying in the specified fields,
- ✓ Providing vocational training/internship opportunities for students in enterprises within the possibilities of the Women Masters stakeholder companies.

- ✓ Organizing courses and/or seminars for teachers in the relevant field within the scope of in-service training and on-the-job training activities,
- ✓ Facilitating technical trips and monitoring visits to the factories and facilities of companies in which Women Masters are stakeholders,
- ✓ To ensure coordination for the employment of students who successfully complete the program.

## **C. HEALTH**

### **1. Current Situation**

Türkiye is committed to women's full and equal access to the right to health through the international conventions and instruments on women's human rights to which it is a party.

Article 12 of CEDAW concerns access to health services. The article sets out the measures that States Parties should take to ensure that women and men benefit equally from health services, including family planning.

One of the 12 critical areas of the Beijing Platform for Action is "Women and Health". Adopted in September 2015, the UN Millennium Sustainable Development Goals include the targets of "improving maternal health", "reducing maternal and child mortality", "combating HIV/AIDS, measles and other diseases", "ensuring universal access to sexual and reproductive health services" and "promoting gender equality and empowering women" by 2030.

Furthermore, Article 24 of the Convention on the Rights of the Child regulates the attainment of the best possible level of health for children and the abolition of traditional practices harmful to children's health.

There are also important regulations in national legislation. Article 56 of the Constitution titled "Health Services and Protection of the Environment" states that everyone has the right to live in a healthy and balanced environment and that the State shall regulate health services to ensure this.

Article 90 of the Constitution provides CEDAW, priority over national laws in case of any conflict. The "Basic Law on Health Services", adopted in 1987 to regulate the basic principles of health services, stipulates that priority will be given to preventive health services and that citizens will be educated and monitored on disease prevention, healthy environment, nutrition, maternal and child health and family planning and similar issues in cooperation with relevant institutions.

Law No. 2827 on Population Planning contains regulations specifically on family planning services and induced abortions. The Law on Population Planning is supplemented by the "Regulation on the Training, Duties, Authorities and Responsibilities of Personnel to Conduct Population Planning Services", "Regulation on the Execution of Population Planning Services" and "Regulation on the Conduct and Supervision of Uterine Evacuation and Sterilization Services" No. 507.

According to the Presidential Decree No. 1 regulating the organization of the Ministry of Health, the General Directorate of Public Health under the Ministry is responsible for the development of preventive and protective health services. Law No. 5258 on Family Medicine, which entered into force in 2004, and the Regulation on Family Medicine Implementation issued pursuant to this law set out the principles and procedures for the implementation of family medicine, which has been in force throughout the country since 2010.

"Maternity" and "maternity insurance" are regulated in the "Social Insurance and General Health Insurance Law No. 5510".

The "Regulation on the Conditions of Employment of Women Workers on Night Shifts" regulates the conditions of employment of pregnant and maternity women on night shifts. In addition, the "Regulation on the Conditions of Employment of Pregnant and Breastfeeding Women and the Regulation on Breastfeeding Rooms and Child Care Rooms and Child Care Dormitories" was issued on the basis of the same Law.

In the 11th Development Plan covering the years 2019-2023, in addition to the policies and measures under the heading "Health", policies and measures on women's health were also identified under the heading "Women":

603. Health services provided to women will be improved and health awareness will be raised through awareness raising activities.

603.1. Awareness raising activities will be carried out to increase the participation of women in the target group eligible for cancer screening programs throughout the country.

603.2. Awareness raising activities will be carried out to improve health literacy among women.

When the current situation in women and health is analysed through statistics in various fields;

According to 2019 TURKSTAT data on life expectancy at birth, which is one of the indicators related to quality of life, calculated by using annual population and mortality data for the period 2017-2019, life expectancy at birth is 75.9 for males and 81.3 for females.

In Türkiye, Türkiye Demographic and Health Surveys (TDHS) have been conducted every 5 years on a nationally representative sample since 1963. The last of these surveys was conducted in 2018.

According to 2018 TDHS results, total fertility rate is 2.3. According to 2013 TDHS results, total fertility rate is 2.26. In TDHS-2013, the highest age-specific fertility rate was observed in the 25-29 age group.

While the highest age-specific fertility rates were observed in the 20-24 age group in previous surveys, the highest age-specific fertility rates were observed in the 25-29 age group for the first time in TDHS-2008. This result shows that the age-specific fertility pattern in Türkiye has changed and births are postponed to older ages. According to TURKSTAT data, total fertility rate was 1.70 in 2021.

According to TURKSTAT data, while the adolescent fertility rate was 49 per thousand in 2001, it decreased to 13 per thousand in 2021. In other words, in 2021, there are 13 births per thousand women in the 15-19 age group.

Adolescent fertility rate tends to decrease over the years.

According to the 1993 survey, this rate was 10.2 per cent for the years 1988-1993, 9.3 per cent for the years 1993-1998 according to the 1998 survey, 7.5 per cent for the years 1998-2003 according to the 2003 survey, 5.9 per cent for the years 2003-2008 according to the 2008 survey, 4.6 per cent for the years 2008-2013 according to the 2013 survey, and 3.5 per cent for the years 2013-2018 according to the 2018 survey.

According to TDHS 2018 results, 5.9 out of 100 pregnancies are induced abortions. In general, there has been a significant decrease in the level of induced abortion in the 20-year period covered by the surveys.

The rate of induced abortion, which was 18 percent in TDHS-1993, was 14.5 percent in TDHS-1998, 11.3 percent in TDHS-2003, 10.0 percent in TDHS-2008, 4.7 percent in TDHS-2013 and 5.9 percent in TDHS-2018.

According to data from the Ministry of Health, there has been a very rapid decrease in the infant mortality rate in Türkiye in the last 18 years. While the infant mortality rate was 31.5 per 1000 live births in 2002, this rate is 6.6 per 1000 live births in 2021.

All maternal deaths in Türkiye have been monitored through the "Maternal Mortality Data System" since 2007. The distribution of 2021 data by NUTS-1 shows that the maternal mortality rate varies between 5.5 per 100,000 (Aegean) and 16.9 per 100,000 (South-eastern Anatolia).

In addition, according to the data of the Ministry of Health, while the calculated maternal mortality rate in 2018 was 13.6 per 100,000, this rate is 13.1 according to the data for 2021.

Prevention of maternal mortality and utilisation of prenatal care services constitute one of the basic criteria for women to benefit from basic health services in the context of human rights.

Within the scope of the Ministry of Health action plan; In order to prevent maternal mortality, in order to prevent complications that may occur in pregnant women due to hypertension in pregnant women, a case management algorithm for the emergency treatment of acute onset severe hypertension that may occur during pregnancy and puerperium has been established and announced to health facilities.

The rate of receiving prenatal care, which was 97.3 per cent according to 2013 TDHS, is 96.5 per cent in 2018 TDHS. According to TDHS 2018, the most common care received is from a doctor with 93.6 per cent. In regional distribution, the lowest rate varies between the Aegean region (92.0 per cent) and the Eastern Black Sea region (100 per cent). While 93 per cent of women in rural areas received prenatal care in TDHS-2013, this rate is 97 per cent in TDHS-2018.

According to the 2018 TDHS, 98.9 percent of women gave birth in a health institution, especially in the public sector. (This rate was 89.7 percent in TDHS 2008 and 97.2 percent in TDHS 2013.) According to the 2018 TDHS, 95.5 percent of women received postnatal care from a health worker. (This rate was 93.8 percent in TDHS 2013.) When analysed at NUTS-1 level, the proportion of women who did not receive postnatal care reaches the highest level in Northeast Anatolia with 7.7 percent.

According to the statistics published annually by the Ministry of Health, in 2021, the birth rate in health institutions was 97.5% and the rate of receiving prenatal care was 99.7%. The rate of puerperium with at least one follow-up within the framework of the Postnatal Care Programme was 99.3%. In 2020, the rate of births in health institutions was 98%, the rate of receiving prenatal care was 99.7%, the rate of pregnant women who received at least one follow-up within the framework of the prenatal care programme was 99.4% as of 2019, and the rate of puerperium who received at least one follow-up within the framework of the postnatal care programme was 99.9%.

Another important indicator of women's health is the utilisation rate of reproductive health methods. Having information about fertility control, accessing these methods and then using an appropriate method in a timely and effective manner are very important for a healthy mother and baby.

It is common to know any method or any modern method in all age groups, settlements, education levels and wealth categories, and at least 99.8 per cent of married women have heard of any method and 99.7 per cent have heard of any modern method.

## 2. Activities Carried Out

**15-49 Age Women Monitoring Programme:** Within the scope of this programme, all women aged between 15 and 49 are monitored at least twice a year by primary health care institutions and reported to the Ministry of Health in order to obtain information on fertility behaviours, to identify risky situations, to detect early pregnancy, to have information on the use of reproductive health methods, to provide counselling and on-site training on issues related to women's health and reproductive health methods.

**Pre-Marital Counselling Programme:** The Pre-Marital Counselling Programme aims to provide individuals applying for a pre-marital health report with the necessary level of knowledge, attitudes and behaviours on reproductive and sexual health issues.

Within the scope of this programme; providing counselling services on healthy family structure, reproductive health, reproductive health methods, sexually transmitted infections, consanguineous marriage and genetically inherited diseases (hereditary blood diseases - haemoglobinopathy), raising awareness of people about possible risks, consequences and prevention methods, providing pre-pregnancy counselling to couples who apply with the desire to become pregnant, identifying situations that may pose a risk in terms of preventing maternal and infant mortality before pregnancy and taking early measures are provided.

In 2021, 615,857 people received Pre-Marital Counselling services and 618 health personnel received Pre-Marital Counselling Training (Ministry of Health, December 2022).

**Prenatal Care Programme:** It is one of the routine services to increase the level of maternal health and reduce maternal mortality and is implemented throughout the country. According to the "Prenatal Care Management Guide", pregnant women are monitored at least 4 times if they do not have any risk. Risky Pregnancy protocols are also prepared.

**Pregnancy Information Class Programme:** The programme aims to ensure that all pregnant women are informed about prenatal, birth and postnatal care and have a conscious birth, and to

provide expectant mothers and fathers with knowledge and skills on normal labour, pain management and adoption of new roles.

In 2021, a total of 447,240 pregnant women (294,992 in community health centres and 152,248 in secondary and tertiary health care facilities) were trained in pregnant information classes. According to the data for the first 9 months of 2022, a total of 504,849 pregnant women (313,986 in community health centres, 190,863 in 2nd and 3rd level health institutions) were trained in pregnant information classes and pregnant schools (Ministry of Health, December 2022).

**Nutritional Support Programme for Pregnant and Postpartum Women:** The programme is carried out to provide iron support by giving 40 - 60 mg of elementary iron daily to each pregnant woman for a total of 9 months, starting from the 16th week of pregnancy for 6 months and 3 months after delivery. In addition, since external vitamin D support is required during pregnancy, vitamin D support is provided to every pregnant woman without discrimination and to the mother after birth, except in cases where vitamin D cannot be administered.

**Emergency Obstetric (Pregnancy-Related) Care Programme:** In order to prevent maternal and newborn deaths due to preventable causes, it aims to establish an effective referral system by classifying health institutions as basic and comprehensive, to ensure safe blood transfusion, to update the knowledge and skills of personnel, to raise service standards, and to establish a secure data and recording system. In this context, all relevant health personnel from support staff to clinicians and health managers are trained, standard clinical guidelines are established by scientific commissions, inter-sectoral cooperation is established, provincial action plans and referral maps are prepared.

**Hospital Births Monitoring Programme:** This programme aims to ensure that every pregnant woman has a healthy and safe hospital birth, that caesarean section rates are at reasonable levels and to eliminate inequalities (region, settlement, age, gender).

Within the scope of the programme, the distribution of births according to delivery methods, the rates of caesarean section operations and the distribution of caesarean section operations according to medical indications have been monitored in public, university and private health institutions across the country since 2007. In-service training is provided to midwives and voluntary obstetricians and gynaecologists to ensure that expectant mothers give birth under healthy and safe conditions, midwives play a more active role in births, normal births are made more widespread, birth services are strengthened and physicians and midwives work in cooperation.

**Maternal Near Miss Programme:** The main objective of the programme is to provide information on maternal morbidity and to improve the obstetric surveillance system.

**Postnatal Care Programme:** It is a programme developed to prevent maternal and infant mortality due to preventable causes in the postnatal period. In general, it is ensured that the mother is not discharged before full recovery after delivery. Postpartum follow-up is carried out in accordance with the Postnatal Care Management Guide. According to the "Postnatal Care Management Guideline", if there is no risk, the puerperium should be followed up at least 3 times at the health institution where the delivery took place and at least 3 times at home/health institution by the family physician/family health staff after discharge.

**Reproductive Health Services Programme:** The aim of reproductive health services is to enable couples to have as many children as they want and when they want, and to understand and treat the causes of infertility in infertile couples who cannot have children. In our country, information and counselling services play a very important role in the provision of reproductive health services. Our Ministry provides reproductive health counselling and method delivery services free of charge to citizens who apply, and risky and unwanted pregnancies are prevented. It is a personal reproductive health right for couples to know what reproductive health methods are, the protection percentage of the methods, when fertility will return when the method is stopped, the mechanism of action and side effects.

**Maternal Mortality Monitoring and Prevention Programme:** The programme aims to investigate the cause of each maternal death and to prevent maternal deaths due to preventable causes. "Provincial Maternal Mortality Detection and Prevention Unit" and "Provincial Review Commission" have been established in each province, and "Maternal Mortality Preliminary Review Commission" and "Central Review Commission" have been established within the Ministry of Health.

All pregnancy-related deaths received from the provinces are evaluated in the Maternal Mortality Preliminary Review Commission of the Ministry of Health, and maternal death classification is made by deciding the causes of death and preventability status according to three delay models and ICD-10 classification. Deaths for which causes and delay patterns cannot be determined are discussed in the Central Review Commission, with the names of the hospital, physician and mother remaining confidential.

**Mother-Friendly Hospital Programme:** The aim is to create environments where expectant mothers will be followed up and delivered during pregnancy, labour and puerperium, taking into account patient rights, safety and privacy. As of the end of 2022, there are 102 health facilities with the title of Mother Friendly Hospital (Ministry of Health, KHGM, December 2022)

**Programme for Ensuring Male Participation in Reproductive Health Services:** In cooperation with the Ministry of Health, Turkish Armed Forces Health Command and UNFPA, trainings on reproductive organs, sexual health, sexually transmitted infections, HIV/AIDS and its social consequences, pregnancy, reproductive health/ reproductive health methods, safe motherhood, gender and domestic violence are conducted for conscripts and privates in all military units throughout the country.

**Reproductive Health In-Service Trainings:** In order to increase the quality of service delivery in reproductive health, it is carried out to provide health personnel with knowledge and skills on changing and developing issues in health. In 2020, 1,013 health personnel received training on introduction to reproductive health, 618 health personnel received training on safe motherhood, 959 health personnel received training on reproductive health method counselling, 594 health personnel received training on sexually transmitted infections, and 585 health personnel received training on reproductive health services for young people. According to the data for the first 6 months of 2022, 687 health personnel received training on introduction to reproductive health, 703 health personnel received training on safe motherhood, 540 health personnel received training on reproductive health method counselling, 653 health personnel received training on sexually transmitted infections, and 585 health personnel received training on reproductive health services for young people (Ministry of Health, HSGM, December 2022).

### **Gynaecology Bed Capacity Determination and Increase Study:**

Within the scope of improving obstetrics and gynaecology services, preventing early discharges and preventing maternal mortality, a situation analysis study was carried out in May 2018, and an official letter was written to all Provincial Health Directorates in order to eliminate the deficiencies following the information obtained from the field returns.

In addition to these programmes, the "Guest Mother Practice" was launched in 2008 to identify and monitor pregnant women residing in settlements with unfavourable weather and transportation conditions and pregnant women who may have problems in accessing health institutions during delivery due to social reasons, to ensure their accommodation by transferring them to safer settlement centres when their possible delivery dates are approaching, to ensure that their births are carried out in hospitals, and to ensure that the mother and baby are taken back to their homes after the health condition of the mother and baby becomes appropriate after delivery.

In addition, within the scope of Family Medicine practice, there is a family physician responsible for each individual.

With **mobile health services and home care services**, health services are provided on-site to people who have difficulty in accessing services. In this context, it is foreseen that women's access to health services will increase. In addition, access to health services has been facilitated by establishing Family Health Centres in each district according to the population. The distribution of contraceptive materials continues in these centres.

Mobile health service applications were developed in order to deliver health services to the remotest settlements in rural areas, and the rate of service delivery to the population to be served increased to 99%.

In the last 5 years, the capacity for emergency patient transport services has tripled both in terms of the number of stations and the number of ambulances. In addition, the number of snow tracked ambulances serving rural areas with severe winter conditions was increased and 112 services were provided to 100% of the rural population. In addition, an air ambulance fleet was established and emergency service delivery capacity was strengthened.

In addition to the health support provided by the General Directorate of Social Assistance of the Ministry of Family and Social Services, Conditional Health Assistance is implemented in order to create a social safety net that aims to provide full access to basic health services for the children of families belonging to the most needy segment of the population.

Within the framework of the protocol signed with the Ministry of Health, **Conditional Health Assistance Pregnancy Assistance** is provided to expectant mothers, who belong to the most needy segment of the population, for a one-off payment.

Within the scope of Conditional Health Assistance, families in the poorest segment of the population are provided with regular cash assistance on the condition that they take their children aged 0-6 years to regular health check-ups, pregnant women have regular health check-ups and give birth in a hospital. Within the scope of Conditional Health Assistance, 100 TL per month is provided on condition that they send their children between the ages of 0-6 to health checks (completion of vaccinations specified in the vaccination calendar and general health checks), 200 TL per month for pregnant women who have regular health checks during pregnancy, 500 TL for one time if the birth is



performed in a hospital, 300 TL for the first 2 months following the birth for conditional puerperium.

On the other hand, Turkish citizens and Blue Card holders who had a live birth on or after 15.05.2015 are provided with birth assistance. The payment is 300 TL for the first child born alive, 400 TL for the second child and 600 TL for the third and subsequent children. **In case the mother is alive and a Turkish citizen, the payment is made to the mother and the birth aid is provided for live births on and after 15.05.2015.**

On the other hand, as of November 2018, in order to protect the dynamic population structure of our country and in line with the Social State Principle, an aid programme has been implemented to support the nutrition and self-care needs of households in need where children born with multiple births are located. Households with a monthly income of less than 1/3 of the net minimum wage per person in the household receive a monthly payment of 400 TL per child. The payments are for children between the ages of 0-2.

**These payments are deposited into bank accounts opened in the name of mothers.** These payments, which are the responsibility of the women themselves, are intended to meet the care and health needs of their children and at the same time to raise their status within the family and in society.

**Also,**

- In 81 provinces, prenatal care, delivery and caesarean section, postnatal care, emergency obstetric care management guidelines were updated by scientific commissions in accordance with the standards by taking national data into consideration and the revised version was put into practice. Standards have been established with the aim of providing quality service by health personnel throughout the country. In addition to these protocols, "Risky Pregnancies Management Guide" has been published regarding risky pregnancies. The prepared guide consists of Venous Thromboembolism in Pregnancy Management Guide, Pregnancy and Cardiovascular Diseases Management Guide, Diabetic Pregnant Management Guide, Asthmatic Pregnant Management Guide and Epileptic Pregnant Management Guide. The Venous Thromboembolism in Pregnancy Management Guide was revised and sent to all health institutions and personnel providing follow-up of women aged 15-49, antenatal, delivery and postnatal care services in 81 provinces in 2017 for implementation. The Emergency Obstetric Care Programme continues with the components of intervention to mother and baby in obstetric complications, safe referral, safe blood transfusion and inter-sectoral cooperation.
- According to 2022 data on Emergency Obstetric Care for doctors and midwives, 1128 health personnel received executive training, 5038 health personnel received support staff training, 218 gynaecologists and obstetricians received clinician training, 1576 emergency medicine specialists and general practitioners received clinician training, and 859 midwives and nurses received clinician training (Ministry of Health, HSGM, December 2022). It is aimed to ensure that all pregnant women are informed about the prenatal, birth and postnatal periods and give birth consciously, and to provide information and skills to expectant mothers and fathers about normal labour, pain management and adopting their new roles.

- In the provision of Maternal and Infant Health services, the current situation of "Trauma Birth Lohusa (TDL)" rooms in public health facilities was evaluated with the aim of ensuring that expectant mothers give birth under healthy and safe conditions, creating environments to encourage normal birth and establishing privacy-based "Birth Units" aiming to provide quality services to expectant mothers. Taking into account the number of TDL rooms that should be available according to the annual number of births in health facilities, the transition from delivery rooms to delivery units consisting of single rooms based on privacy was supported. As of the end of 2021, there are **1220** TDL rooms in **305** health facilities (Ministry of Health, KHGM, December 2021).
- The "Hydrotherapy Accompanied Trauma (HET)/ Water Birth Pilot Study", which means that expectant mothers spend the first stage of labour in a bathtub / pool filled with water at a certain depth and temperature for certain periods of time, has been carried out since 2018. Currently, 21 Hydrotherapy Accompanied Trauma (HET) units are in service in 15 health facilities within public hospitals. As of the end of 2021, a total of **1990** patients benefited from HET services (Ministry of Health, KHGM).
- The Turkish Institute of Maternal, Child and Adolescent Health (TAÇESE) aims to be a leading institution that develops national and international multi-stakeholder, evidence-based advanced research and projects to identify, solve and prevent problems in the field of maternal, child and adolescent health in our country.
- In our country, the National Cancer Control Programme, which includes registration, prevention, screening and treatment activities in line with WHO (World Health Organization) recommendations, is being implemented. In this context, screening programmes for breast, cervical and colorectal cancers are carried out in accordance with the resources and disease burden of the society.
- Cancer screenings across the country are carried out in the form of community-based and opportunistic screenings.
- Community-based screenings are carried out free of charge at primary health care institutions, including Cancer Early Detection, Screening and Education Centres (KETEM), Healthy Life Centres (SHM), Family Health Centres (FHC) and Mobile Cancer Screening Vehicles operating under Community Health Centres.
- Within the scope of the National Cancer Screening Program:
  - Breast cancer: It is the most common type of cancer in women in our country and the world, and it is also the most common cause of death. Breast cancer, which was diagnosed at an advanced stage in the past, can now be diagnosed at an earlier stage with the help of the screening programs carried out by the Ministry of Health. Breast cancers detected in the early stages are more successful in their treatment and the quality of life increases significantly. For this reason, it is possible to detect the cancer development process at an early stage, before clinical findings appear, and to reduce the death rate due to breast cancer in women, in the event of a possible cancer development in women, through community-based screenings. Breast cancer screening: Women between the ages of 40-69 are given a clinical breast examination once a year and a mammography examination every 2 years. Mammograms taken as part of screening have been evaluated using the central reporting system since

March 2016. The reporting quality has increased with the double-blind reading system in central reporting.

- Cervical (cervix) cancer: It is defined as a "preventable cause of death" by the WHO (World Health Organization) and it is recommended to screen for this disease all over the world and to create its own control policy for each country. The relationship between HPV DNA and cervical cancer has now been proven, and the presence of HPV DNA has been shown in 99.9% of patients with cervical cancer. Türkiye is one of the rare countries in the world that can initiate and maintain a national screening program. The national cervical cancer screening program was carried out with the PAP-smear test until 2014. As of August 2014, HPV-DNA testing with higher sensitivity has been started. Cervical cancer screening; All women between the ages of 30-65 are made with HPV-DNA and smear test every 5 years.
  - Cervical (cervix) cancer: It is defined as a "preventable cause of death" by the WHO (World Health Organization), and it is recommended to screen for this disease all over the world and to create its own control policy for each country. The relationship between HPV DNA and cervical cancer has now been proven, and the presence of HPV DNA has been shown in 99.9% of patients with cervical cancer. Türkiye is one of the rare countries in the world that can initiate and maintain a national screening program. The national cervical cancer screening program was carried out with the PAP-smear test until 2014. As of August 2014, HPV-DNA testing with higher sensitivity has been initiated. Cervical cancer screening: Every woman between the ages of 30 and 65 is screened with HPV-DNA and a smear test every five years.
  - Large Intestine (colorectal) Cancer: It is among the top 10 most common cancers in our country and is an important health problem. Screening tests are used to prevent colorectal cancer before it develops and to catch it at an early stage. Polyps and cancers of the large intestine (colon and rectum) often do not show symptoms until they have grown well. With screening programs, it is possible to detect and treat premalignant adenomatous polyps and early localized cancers. Screening for large intestine (colorectal) cancer: a fecal occult blood test (FOC) is performed every two years for men and women aged 50 to 70, and a colonoscopy is recommended every ten years.
- In 2016, Post-Scan Diagnosis Centres were defined in 81 provinces in line with the Minimal Quality Criteria. Cases found to be positive or suspicious after screening are referred to our Post-Scan Diagnosis Centres in 81 provinces for further investigations. Diagnosis and treatment services are provided by secondary and tertiary healthcare institutions.
  - As of December 2022, there are 364 cancer screening centres (90 independent, 230 within SHM, 44 mobile), at least one in each province. Rural and disadvantaged groups are served with mobile cancer screening vehicles.
  - In 2022, 4,547,641 women and 563,649 men benefited from cancer screening services in these centres. In addition, these centres carried out 92,084 public education activities in 2022 and reached 769,024 people in total (Ministry of Health, General Directorate of Public Health, December 2022).

## **D. PARTICIPATION IN WORK LIFE**

### **1. Current Situation**

Women's participation into labour force and employment is an important element of sustainable development. Ensuring sustainability in economic growth, achieving social development and social justice in the full sense can be possible only through full and equal participation of women and men into all spheres of life as executers and beneficiaries of human-oriented sustainable development. In order to raise women's social status and promote their participation into development, it is of significant importance to enhance the indicators of education, health, social security and to ensure equality between women and men legally and in practice.

In the women's section of the 11th Development Plan (2019-2023), which is the basic roadmap to meet the basic values and expectations of our nation, to raise the international position of our country and to increase the welfare of our people by revealing the development vision of our country with a long-term perspective, the main objective is to prevent all kinds of discrimination against women and to ensure that women benefit and strengthen equal rights and opportunities in all spheres of social life.

In the 11<sup>th</sup> Development Plan, the targets for strengthening the position of women in economic life include:

Until the end of 2023;

- The female labour force participation rate increased to 38,5%,
  - Female employment rate to 34%,
  - The rate of women among self-employed is 20%
  - The rate of women among those working as employers will be 10%
- appears to be an upgrade.

Policies and measures aimed at the main objective of the plan and the aim of strengthening the economic status of women are as follows:

In the Employment and Work Life section under the "Practices to facilitate women's participation in the labour market and increase their employment will be developed" policy includes following measures;

- In order to increase female employment in the labour market, women's opportunities for vocational training and skill development will be strengthened, especially in the areas of technology production such as coding and software.
- In order to increase women's participation in the labour force and employment, practices that harmonize work and family life will be implemented dynamically, especially in order to facilitate access to care services.

In the women section; "Active participation of women in economic, social, cultural life and all levels of decision-making mechanisms in a way to strengthen equality of opportunity between

men and women in the field of rights will be encouraged, especially starting from the local.” policy includes following measures:

- Researches will be carried out to strengthen women's economic and social life, projects will be conducted, trainings will be organized
- In order to improve women's economic activities, women entrepreneurs will be provided with consultancy and guidance services in business development processes and women will be given priority in support in this field.
- Mechanisms aiming to improve the economic activities of women in digital environments such as websites, portals and applications will be established and training programs and seminars will be organized to ensure the empowerment of women entrepreneurs in e-commerce.
- For cooperatives established by women; the support provided in fields such as education, entrepreneurship and consultancy will be expanded and women will be able to establish cooperatives by making necessary legal arrangements.
- In order to increase the effective participation of women in economic life, taking into account the different labour force needs of the provinces, it will be ensured that practices such as training, internship and on the job training continue effectively.
- Support mechanisms for increasing women entrepreneurship in rural areas will be provided.
- Within the framework of the changing needs of the labour market, studies will be carried out in order to direct girls to professions in the fields of science, technology, engineering and mathematics by taking into consideration newly developing occupational fields.

In “The Strategy Paper and Action Plan on Women’s Empowerment” which was put into practise by our Ministry covering the years 2018-2023, policies aimed at empowering women in the economic field; are designed to provide more active participation of women in working life and to have a voice in economic life in line with changing labour market dynamics.

Strategies determined in this field can be summarized as;

- Re-evaluating the labour market legislation and making necessary improvements for effective implementation within the framework of the goal of further empowerment of women,
- Strengthening opportunities for vocational training and skills development in order to increase the employment of qualified women in the labour market,
- Strengthening the economic position of women and developing economic and social policies to combat informality, especially unpaid family labour,
- Preparation of certification infrastructure and equality of opportunity between companies and men and development of public-private sector cooperation,
- Improving women's entrepreneurship and strengthening the economic position of women, in particular by spreading the use of information and communication technologies,
- Increasing efforts to engage women who require special policies in economic life.

In order to implement these strategies, a total of 40 activities have been identified.

In the 2023-2025 Medium Term Program; the goal of facilitating and supporting women's business establishment and development processes, encouraging them to participate more in decision-making mechanisms and e-commerce platforms, providing supportive services by strengthening women's cooperatives, and continuing to work on improving financial literacy in women was included.

### **Women's Employment in Statistics**

When the situation of women in the labor market is examined in our country, according to TurkStat data (15+ years), we see that while there were 6 million 122 thousand women employed in our country in 2002, this figure increased to 10 million 26 thousand as of December 2022, the latest data. The increase here is exactly 3 million 904 thousand, which corresponds to approximately 63.8% when considered proportionally. As a result of the studies carried out to increase women's employment, there has been significant progress in women's labor force participation rates. In this context, for the period in question; female labor force participation rate increased from 27.9% to 35.7%, female employment rate increased from 25.3% to 30.5%, while the rate of informally working women decreased from 72.5% to 32.5%. has regressed.

When the female labor force figures are analyzed according to their educational status, it is seen that the labor force participation rates increase as the education level increases. As of December 2022, the highest labor force participation rate according to education level belongs to women who have graduated from higher education with 71.1%.

Considering the distribution of women's employment in total according to their employment status, the employer rate, which was 5.1% in 2002, increased to 12.1% as of December 2022. For the same period, the rate of self-employed increased from 14.9% to 18.8%.

| <b>WOMEN</b>                         | <b>YEAR</b> |                      |
|--------------------------------------|-------------|----------------------|
| <b>EMPLOYMENT STATUS (%)</b>         | <b>2002</b> | <b>2022 December</b> |
| Labour Force Participation Rate      | 27,9        | 35,7                 |
| Employment Rate                      | 25,3        | 30,5                 |
| Unemployment rate                    | 9,4         | 14,6                 |
| Unregistered Employment Rate         | 72,5        | 32,5                 |
| <b>SITUATION IN WORK (TOTAL) (%)</b> | <b>2002</b> | <b>2022 December</b> |
| Regular or casual                    | 17,8        | 33,1                 |
| Employer                             | 5,1         | 12,1                 |
| Self-employed (own account worker)   | 14,9        | 18,8                 |

|  |             |                      |
|--|-------------|----------------------|
| Unpaid family worker                                   | 68,1        | 69,1                 |
| <b>LABOUR PARTICIPATION AS PER EDUCATION LEVEL (%)</b> | <b>2002</b> | <b>2022 December</b> |
| Illiterate   | 24,4        | 14,3                 |
| Education level below high school                      | 24,9        | 27,4                 |
| High school  | 31,9        | 37,9                 |
| Vocational or technical high school                    | -           | 45,8                 |
| High education   | 71,5        | 71,1                 |
| <b>SECTORAL DISTRIBUTION OF EMPLOYMENT (%)</b>         | <b>2002</b> | <b>2022 December</b> |
| Services   | 26,3        | 62,9                 |
| Agriculture  | 60          | 19,3                 |
| Industry + Construction                                | 13,7        | 17,8                 |

Source: TURKSTAT Labour Force Statistics (15+ years of age)

## 2. Activities Carried Out

### Ongoing Projects/Activities

#### **Strengthening Activities of Women's Cooperatives:**

The First 100-Day Presidential Action Plan includes the goal of strengthening women's cooperatives, ensuring their sustainability, improving their institutional capacities and increasing their visibility. In this context, “**The Cooperation Protocol on Strengthening Women's Cooperatives**” was signed on 30 October 2018 in cooperation with the Ministry of Agriculture and Forestry and the Ministry of Trade. The Protocol was renewed on 12 July 2021 for a period of 2 years.

In order to ensure the local applicability of the aforementioned Protocol and to guide the implementers, the "Implementation Principles of the Cooperation Protocol for the Strengthening of Women's Cooperatives" was prepared for the Provincial Directorates of the Ministries and shared with 81 provinces. **With the coordination of our Provincial Directorates in 81 provinces, 868 workshops, training, information meetings and 410 women's cooperative visits have reached 40,369 people and supported the establishment of 902 new women's cooperatives.**

in addition, "Women's Cooperatives Regional Meetings" were held in the presence of our Minister, with the participation of the relevant provincial governors, deputies, public institutions, and representatives of women's cooperatives, in order to develop cooperation and dialogue in the field of women's cooperatives, raise awareness, and disseminate good practices. 3,522 people were reached by holding the "**Women's Cooperatives Regional Meetings,**"

covering the Mediterranean, Aegean, Eastern Black Sea, Western Black Sea, Marmara, Southeastern Anatolia, Eastern Anatolia, Central Anatolia provinces, and Istanbul.

### **Empowerment of Women through Cooperatives Project**

With the aim of strengthening women's cooperatives, ensuring their sustainability, developing their institutional capacity, increasing their visibility, and expanding them, the "**Women Empowerment through Cooperatives Project**" is carried out in cooperation with the Ministry of Agriculture and Forestry/Department of Education and Publication.

The project implementation period started on September 15, 2021. On December 14, 2021, a Women's Cooperatives Working Groups Consultation Meeting and Project Opening Meeting were held in Ankara.

The project will last for 30 months and will be implemented in a total of 30 provinces (Istanbul, Kırklareli, Çanakkale, İzmir, Muğla, Afyonkarahisar, Bursa, Kocaeli, Ankara, Konya, Antalya, Adana, Hatay, Aksaray, Sivas, Karabük), including at least one and no cooperatives. In the scope of the project, activities will be conducted to inform, raise awareness, and develop cooperation for women who have the potential to establish cooperatives, become cooperative partners, and for women and men who are already involved in these activities, and women's cooperatives will be encouraged.

Project consists of 5 Components and 20 main activities, namely Services and Trainings for the Target Group, Institutional Capacity Building, Awareness Raising, Scientific and Technical Studies, Coordination and Cooperation.

Within the scope of the project, together with the Training Needs Analysis Study, 5 short films were produced to introduce successful women's cooperatives and to focus on the establishment and functioning of cooperatives.

With this; In the provinces of Ankara, Erzurum, Kars, Diyarbakir, Artvin, Aksaray, Mardin, Malatya, Izmir, Adana, Diyarbakir, Gaziantep and Konya, a total of 1,512 people were reached through trainings for women who are cooperative partners, men who are cooperative partners, and women who want to be cooperative partners. Moreover; 134 people were reached by providing consultancy services to women's cooperatives in Aksaray, Ankara, Batman, Çorum, Diyarbakır, Erzurum, Kars and Istanbul on issues such as product development and food safety.

In order to increase the coordination and cooperation in our project provinces; Local Stakeholder Meetings were held in Ankara, Adana, Bursa, Isparta, Çorum, Malatya, Muğla, Antalya, Diyarbakır and Konya and 724 people were reached through these meetings.

A Women and Cooperative Training Program was organized for the relevant public institutions, universities and NGOs in our Ankara, Antalya and Diyarbakır provinces, including the surrounding provinces.

An Experience Sharing Meeting event was held in Ankara and Konya, where the partners of women's cooperatives and project stakeholders also participated.



In order to share the experiences of successful women's cooperatives and to exchange information with relevant institutions, a study visit to Italy was organized with the participation of women's cooperatives, Provincial Directorates of beneficiary and co-beneficiary institutions and personnel from the central organization.

### **Financial Literacy and Women's Economic Empowerment Seminars:**

Within the scope of the goal of the “women’s knowledge and awareness of financial literacy will be increased” included in the "Presidential Execution Programs" and "The Strategy Paper and Action Plan on Women’s Empowerment", "Financial Literacy and Women's Economic Empowerment Seminars" are organized under the coordination of the Provincial Directorates of our Ministry.

The seminars aim to raise women's awareness on issues such as money management, income, spending, assets, debt, savings, investment instruments, and the private pension system, while providing information on supports, incentives and application mechanisms for women's economic empowerment.

**We have reached 746,093 people through 245 events held in 81 provinces since 2018.**

### **Engineer Girls of Türkiye Project**

“Engineer Girls of Türkiye Project” is carried out in cooperation with our Ministry, Ministry of National Education, United Nations Development Program (UNDP) and Limak Foundation.

The project's goal is to help female students who want to become engineers in every field and become role models for the profession. The project began in 2016, and the first phase concluded on December 31, 2021. The "Engineer Girls of Türkiye Project Phase II" activities began on January 1, 2022, and will last for two years, from 2022 to 2024.

The project consists of various programs, including a university program and a high school program.

Along with the scholarship opportunity for students, the project's **university program** includes internship and employment opportunities, English language training, "Leadership in Engineering" and "Social Engineering" certificate program trainings, and mentoring-coaching support. While a total of **770 female students** have been supported to date, scholarships, English language training, "Leadership in Engineering" certificate program trainings, and mentoring-coaching support are still being provided to 150 female students for the academic year 2022-2023. Moreover, **145 female students** graduated from this program and found a job.

The **high school program** reached a total of 54 thousand people by conducting awareness and information activities on engineering fields for students, teachers, school administrators, and parents in 125 schools across 40 provinces. Role model videos will continue to be published on social media as part of the High School Program, as will other activities on online platforms.

### **Implementing Gender-Responsive Planning and Budgeting in Türkiye**

UN Women is the implementing partner of the "**Implementing Gender-Responsive Planning and Budgeting in Türkiye**" of which our Ministry is the primary beneficiary and the Presidency Strategy and Budget Department is a co-beneficiary. Among the stakeholders of the project are the Parliamentary Plan and Budget Committee and the Equal Opportunity Commission for Women and Men. The Project's aim is to create a model that will systematically and sustainably develop planning and budgeting sensitive to gender equality in our country. The Project's opening ceremony meeting was held in Ankara on August 17, 2021.

Through advocacy visits to institutions and organizations that will collaborate within the scope of the project, awareness seminars were held for public officials in managerial positions at both the central and local levels. Seminars were held for the Presidency's Strategy and Budget Department's Senior Executives, as well as members of the GNAT Equal Opportunity for Women and Men Commission and the Budget Committee. Furthermore, technical trainings were conducted with the participation of personnel from relevant public institutions and organizations. Through the seminars and trainings held thus far, a total **of 906 people** have been reached within the scope of the project. In addition, study visits were made to Albania and Austria to examine examples of good practice in the field.

Within the scope of the project, gender responsive budget analysis related to some central-level programs will be completed in the coming period, an online training platform will be developed, and activities to increase the monitoring capacity of non-governmental organizations and academics will be carried out.

### **Young Women Building Their Future Project**

The "Young Women Building Their Future Project" is carried out by the United Nations Development Program (UNDP) and the Sabancı Foundation in cooperation with our Ministry and the Ministry of Labor and Social Security. The project started on 3 December 2021 and will last for 3 years. The project opening meeting was held on February 23, 2022 in Istanbul.

The Project aims to make the problems and needs of NEET (neither in education nor in employment) women visible, to consolidate their place on the local and national agenda, and establish mechanisms to address these problems and needs.

The target group of the project is the NEET women in Türkiye aged 18-29 with a focus on the 18-24 age group in the pilot provinces. Pilot provinces of the project are **Adana, Ankara, Bursa, Diyarbakır, Erzurum İstanbul, İzmir, Konya, Mardin, Trabzon ve Van**. Activities were carried out in Diyarbakır, İzmir, and Adana in 2022. Governorship visits, study visits, and consultation meetings were held in April 2022 in the provinces of İzmir, Diyarbakır, and Adana, respectively.

In order to determine the current situation and needs in Izmir, Diyarbakır, and Adana, field research was conducted. Trainings have begun in response to the training demands resulting from the field research and will continue in the coming months. So far, a total of 173 people have been reached and trainings have been conducted.

On the digital portal [www.geleceknikurangenckadinlar.org](http://www.geleceknikurangenckadinlar.org), which bears the project's name and provides easy access to all kinds of information about the project; includes NEET Opportunities Map, which enables young women to access job, internship, training, and entrepreneurship support throughout Türkiye, modules such as "Online Education", "Mentoring", "Grant Program", as well as many articles and statistics on the concept of NEET.

### **Completed Projects/Activities**

“**Mom’s Job, My Future Project (2013-2019)**” was put into practice in order to establish nurseries in Organized Industrial Zones (OIZs) within scope of the cooperation protocol signed among our Ministry, (the former) Ministry of Science, Industry and Technology, and Borusan Holding Inc. Under the Project, the construction of nurseries in OIZs in the provinces of Adıyaman, Afyonkarahisar, Balıkesir and Malatya has been completed and they provide service.

The "Increasing Access of Women to Economic Opportunities Project" was carried out by our Ministry for the years 2012-2017, and the aim of the project is to enable women to find jobs under better conditions, to identify the factors that will increase their entry into the labor market and their entrepreneurship, revealing the problems faced by women in this area and resolving these problems, to formulate policies and to develop concrete solutions. In this context;

- A research was carried out to form an input for the development of a quality and accessible model for the dissemination of early childhood education and care services in Türkiye. The simulation, which was carried out considering the outputs of the "Survey on the Supply and Demand of Child Care and Early Childhood Education Services in Türkiye", was shared with the relevant institutions at the meeting held on 20 December 2016.
- 12 academic studies were supported and completed in 2016. The research reports were evaluated by the Academic Committee and 7 of the researches were found suitable for printing and publishing in terms of content and technique.
- Within the scope of Supporting Women's Cooperatives, a research project has been carried out including the status of women's cooperatives, the obstacles they face, the development of solutions and opportunities offered to women's cooperatives, and the research report has been completed. The report was published on the website of our General Directorate and shared with the public.

### **Projects/Activities Carried out by the Social Security Institution**

The Social Security Institution implemented the **Project of Supporting Registered Women's Employment through Institutional Child Care Services (INST-CARE)**. The project, with a budget of 30 million Euros, supported the formal employment of over 10,000 women. The project's goal was to ensure that women with young children who are at risk of being excluded from the labor force due to childcare responsibilities are supported in institutional childcare (nursery, kindergarten, day care center, etc.) to participate in formal employment, return or remain in the labor market.

The project, which began in April 2019 in seven provinces (Ankara, Antalya, Bursa, Elazığ, İstanbul, İzmir, and Malatya) and lasted 42 months, ended on September 30, 2022.

In this context, by contributing 100 Euros per month to working women for child care for 29 months, it is aimed that they will enter, return, or remain in the labor market. It is aimed to provide childcare support of 100 Euros per month to 10,250 mothers who work for a service contract employer, send their 0-60 month-old children to a Ministry of Education or Ministry of Family and Social Services-approved child care institution, pay the full tuition fee, and whose personal income does not exceed twice the gross amount of the minimum wage. In addition, each mother who is entitled to at least one payment for daycare support receives a one-time stationery support of 100 Euros, which is intended to contribute to the costs of sending the child to daycare.

Within the scope of the project, 157,755 pre-registration applications were received and 18,632 final registrations were made. In addition, a total of 25.5 million Euros (total of Nursery Support and Stationery Support) was paid to 17,959 mothers who benefited from the project.

Two research reports on innovative practices for ensuring work-life balance in working life and innovative practices for maternity-parent insurance, as well as a project impact analysis report on the effectiveness and sustainability of the project financial support program, were prepared as part of the project's academic component. The policy proposal document has also been completed, and the results have been submitted to the GNAT Equal Opportunity Commission on Determining the Problems Encountered in the Harmonization of Women's Work and Family Lives and Determining Solutions. The INST-CARE project was completed on September 30, 2022.

**The Social Security Institution** implemented the **Project of Supporting Registered Women Employment through the Incentive of Educated Childminders (EDU-CARE)**. The Project, which officially launched on May 1, 2019 in Ankara, İstanbul, and İzmir with a budget of 29 million Euros, helped to formalize the employment of 3,700 working mothers and trained babysitters. Thus, on the one hand, women who are at risk of being excluded from or absent from the labor market due to childcare responsibilities, were enabled to participate in the labor market through home-based childcare services, and on the other hand, the formal employment of trained babysitters was encouraged, contributing to the professionalization of the childcare profession. The 44-month project concluded on December 31, 2022.

It is also planned within the scope of the project to provide financial assistance of up to 200 Euros one time, provided that at least 6000 babysitters complete their education.

Thus, it is intended for both mothers with young children to participate in formal employment and caregivers to become educated and employed as certified professionals.

Within the scope of the project, it is aimed to provide financial support of 325 Euros per month to mothers who work under an employer with a service contract and have children aged 0-36 months and employ a babysitter who is trained in the field of childcare as an insured person to take care of their child.

Within the scope of the project, the targeted quota for "Working Mother Support" was reached and 5,153 mothers and 6,754 caregivers and 7,503 registered babysitters who received education incentives were supported. A total of 23.9 million Euro (Working Mother Support and Caregiver Education Incentive total) grant payments were made.

Within the scope of the academic component of the project, a research report on the application of the childminder system, a project impact analysis report and a policy document dealing with the effectiveness and sustainability of the project financial support program were prepared. EDU-CARE was completed on 31 December 2022.

With the Support of **Registered Women's Employment (WOMEN-UP) Project** with a budget of 29.5 million Euros carried out by the Social Security Institution, grant support is provided to our 4,000 female employers for 4,000 additional female workers.

The project is implemented in the provinces of Ankara, Istanbul, Kahramanmaraş, Denizli, Aydın, Samsun and Şanlıurfa.

In project scope; female employers will be given a grant of maximum 320 Euros for a maximum of 20 months, not exceeding 65% of the cost of the minimum wage to the employer. This figure has been calculated as 5.150.00 TL for the second half of 2022.

The first applications were received in February 2022, and the first payments for the Project began in 2022/May.

Furthermore, as a supporting activity within the scope of the project, network meetings with employers, domestic and international fair visits, consultancy services to employers, the formation of an Academic Advisory Board comprised of representatives of academics and related institutions and organizations, and the preparation of a report on the subject by conducting surveys, research, and analyses on women's employment with this committee.

### **Turkish Employment Agency (İŞKUR) Incentives for Women**

In order to ensure women's inclusion in working life and employment, affirmative action practices have been introduced to women in incentive programs. In this context;

- Tax and social security premiums of additional recruits with the "Additional Employment Incentive" implemented in 2018 and valid until the end of 2022 (Amounts after the July 2022 minimum wage increase)
- All premiums (2,426,63 TL to 6,471 TL) to be paid by each insured person who will be employed additionally in the manufacturing or informatics sector for the amount of earnings subject to premium up to 17,256 TL will be covered.
- All premiums (2,426,63) to be calculated over the lower limit of earnings subject to premium for each insured person to be employed in workplaces operating in other sectors will be covered.

The support will be applied for 18 months if the employed insured is a woman over the age of 18, a man over the age of 18 but under the age of 25, or a disabled person registered with the Institution.

Private sector employers employing women aged 18 and over from 2011 to the end of 2023 will receive social security premium employer shares for 24 to 54 months, up to the upper limit of the earnings subject to premium, under the "**Incentive for Women, Young People, and Holders of Vocational Qualification Certificates**" (2.051, 64 TL to 15,387.30 TL).

From 2002 to the end of 2021, 3 million 296 thousand 399 women were placed in jobs through İŞKUR. By the end of 2022, 516,558 women had been placed in jobs through İŞKUR.

### **Active Labor Programs**

Active labor market programs are organized to facilitate women's labor-force participation and to support their long-term employment.

Between 2002 and December 2022, 2 million 486 thousand 689 women (52.5% of total participants) benefited from these programs.

As of the end December 20, 2022 , 84,764 women had benefited from the courses and programs.

By the end of December 2022, 12,761 women had benefited from the courses and programs offered through the Employment Support Project for Syrians with Temporary Protection and Turkish Citizens.

As of the end of December 2022, 692 women had benefited from the Socio-Economic Empowerment and Sustainability (SES) Program, with a female beneficiary-to-total beneficiary ratio of 60%.

### **Vocational Training Courses (MEK)**

From 2002 to the end of December 2022, 1 million 72 thousand 585 women (58% of total participants) benefited from vocational training courses designed for those who do not have a profession or who want to improve or change their professional skills. 5 thousand 768 women will have benefited by the end of December 2022.

### **On-the-Job Training Programs (İEP)**

It is organized to ensure that theoretical knowledge is consolidated through workplace practice, to facilitate entry into the labor market, and to train qualified workforce in collaboration with employers.

From the program's inception in 2009 to the end of December 2022, a total of 1 million 191 thousand 925 women (49% of all participants) benefited from on-the-job training programs. By the end of December 2022, 78 thousand 996 women would have benefited.

### **Half-time Work Allowance**

Women are supported with a half-time work allowance for the time they do not work if they meet certain premium and application conditions in order to maintain work and family life balance.

From the beginning of the implementation in 2016, until the end of December 2022, approximately 42 thousand people applied for half-time work allowance after birth and adoption, 39 thousand people were eligible, and a total of **170.1 million TL** was paid to these people, including insurance premiums.

During the January-December 2022 period, **4,287** people applied for half-time work allowance after birth and adoption, **3,902 people** were approved, and a total of **37.2 million TL** was paid, including insurance premiums.

### **Job and Vocational Counseling Service**

Turkish Employment Agency (İŞKUR) provides effective job and vocational counseling services to citizens who are in the process of choosing a profession, are having difficulty in finding/selecting a job, are unemployed, are looking for a job with better conditions, are experiencing professional adaptation problems, want to improve their professional skills and change their profession/job. Within the scope of counseling and guidance services, a total of 903,660 interviews were conducted with 707,212 women in 2021 and 1,226,961 interviews were conducted with 950,855 women in January-December 2022.

Since 2008, when systematic job and vocational counseling activities began, more than 14 million interviews with 10 million women have been conducted.

The project "**More and Better Jobs for Women: Empowering Women for Decent Work in Türkiye,**" which was carried out between 2015 and 2018, aims to support the development of a national inclusive and holistic policy to increase and expand women's employment, to provide decent work opportunities for women through active labor market programs, to raise awareness about gender equality and labor standards, and to support women's empowerment in Türkiye. The project's target audience consists of unemployed women who have registered with İŞKUR. The project was launched in Ankara, Konya, Istanbul, and Bursa as pilot provinces.

A **Women's Employment Action Plan** was developed within the scope of the project by the National Technical Team, which included public institutions, labor and employer representatives, and non-governmental organizations (NGOs) led by İŞKUR. Gender equality representatives were appointed and trained in 81 provinces through İŞKUR Provincial Directorates.

Women's employment was a major topic of discussion at Provincial Employment and Vocational Training Boards. The gender disaggregated data was added to the open job analysis questionnaire.

**The More and Better Jobs for Women Program's Phase II ran from January 1, 2019 to December 31, 2022.**

Phase II focuses on specific industries, such as textiles, trade and office, food, general services, and metal, which were chosen based on the gender composition of workers in each sector. Phase II also addressed issues such as improving working conditions for domestic workers and homeworkers, preventing workplace violence and harassment, gender pay disparities, work-life balance, and female leadership.

**The Project on Strengthening Women Entrepreneurship in Agriculture** was implemented in 2017 within the scope of the "Cooperation Protocol on Active Labor Market Programs" signed between İŞKUR-(former) Ministry of Food, Agriculture, and Livestock and TZOB. Within the scope of the project, 32-hour Entrepreneurship Training Programs were organized for women in 16 provinces (Afyonkarahisar, Amasya, Aydın, Batman, Bursa, Çorum, Erzincan, Giresun, Kahramanmaraş, Kars, Manisa, Mersin, Niğde, Osmaniye, Samsun ve Tokat).

The aim of the Qualified Employee Employment Support provided by **KOSGEB** within the scope of the KOSGEB Enterprise Development Support Program, which was put into effect in 2018, is to contribute to increasing the employment of qualified workforce in enterprises. The rate of support is applied as 60% (sixty). If the employee to be employed under the Qualified Employee Employment Support is a woman, the support rate is increased by 20% (twenty).

**KOSGEB** engages in significant activities to support women entrepreneurs. In this context, "Applied Entrepreneurship Trainings" are organized, with 46% of participants being women.

Entrepreneurs who have recently established their businesses are also supported by the **KOSGEB Entrepreneurship Support Program**. The support rate for women entrepreneurs is higher in the "New Entrepreneur Support," with 47.5% of the entrepreneurs receiving assistance being female. Businesses established by entrepreneurs who have completed the Applied Entrepreneurship Training within the scope of this Program, as well as Businesses in İŞGEM (without the requirement of participation of owners or partners in Applied Entrepreneurship Training), are eligible to apply for New Entrepreneur Support.

The "Entrepreneurship Development Support Program" was added to KOSGEB's support programs. The target group to be supported will receive "Entrepreneurship Training" and will be able to apply electronically by establishing their business following the training in question in the New Entrepreneur Program, which is a sub-component of the program.

According to the type of enterprise established, the target group is divided into two categories: Traditional Entrepreneurs and Advanced Entrepreneurs. In this context, grant support will be provided based on establishment and performance for those who will benefit from both the Traditional Entrepreneur Program and the Advanced Entrepreneur Program (directly proportional to the employment provided). Furthermore, Advanced Entrepreneurs will be provided with machinery and equipment support up to 300,000 TL in relation to the level of technology, as well as Mentoring, Consultancy, and Business Coaching support up to 10,000 TL for enterprises operating in medium high and high technology fields. Thus, those who



benefit from the Traditional Entrepreneur Program can receive a maximum grant of 50,000 TL (up to 60,000 TL for young, women, disabled, and martyrs' relatives), whereas those who benefit from the Advanced Entrepreneur Program can receive a maximum grant of 360,000 TL (up to 370,000 TL for young, women, disabled, and martyrs' relatives).

**KOSGEB**, on the other hand, implements the **KOBİGEL-SME Development Support Program** to support the projects prepared within the scope of the Call for Project Proposals in order to increase the share and efficiency of small and medium-sized enterprises in the economy, as well as their competitiveness and added value, in line with our country's national and international goals. Women entrepreneurs may be given extra points in the evaluation of applications received in Project Calls for Proposals opened within the scope of the KOBİGEL-SME Development Support Program.

Since 2020, **the Ministry of Trade** has been implementing the KOOP-DES Program. Through appropriate cooperative entrepreneurship models, the program aims to support cooperative investment projects and their supreme organizations that will contribute to production and employment, ensure efficiency and productivity in their activities, contribute to their use of technology and new production techniques, increase their competitiveness, and bring individual savings into the economy. Cooperatives and their supreme organisations whose establishment, functioning and supervision are carried out by the Ministry of Trade, whose members are predominantly women, and whose aim is to make use of women's labour are eligible to apply for the programme.

Within the scope of **Women Farmers Training and Extension Activities**, trainings are provided in 81 provinces by using various extension techniques on various agricultural subjects ranging from viticulture to animal husbandry, fruit growing to greenhouse cultivation, beekeeping to sericulture in order to increase the knowledge and skills of women farmers at every stage of the agricultural production process and to ensure sustainable agricultural activities and increase in quality products.

Furthermore, training activities on home economics and various social issues (such as family resources and management, nutrition, child development and education, and handicrafts) are carried out in 81 provinces to bring women farmers' social lives up to modern standards and to develop them socioeconomically. Since 2015, the "**Women Farmers Meet Agricultural Innovations**" program has been implemented in collaboration with the Research Institute Directorates and Provincial Directorates of the Ministry of Agriculture and Forestry to ensure that agricultural innovations are learned and implemented by women farmers and disseminated with a focus on women, and agricultural extension projects are carried out within the scope of this program. The program funds "**Provincial Special Projects for Women Farmers**," which creates job opportunities for rural women.

It is critical to encourage rural women to form cooperatives, increase their participation in existing cooperatives, and play an active role. Since 2004, the former Ministry of Food, Agriculture, and Livestock has been training women farmers across the country about general cooperatives and their specific fields of activity.

Microcredit practices with positive discrimination for women have been initiated by the Special Provincial Administration in collaboration with NGOs and the private sector to encourage women entrepreneurship and prevent poverty in our country.

The goal of microcredit is to reduce poverty, income inequality, and unemployment, to encourage low-income people, particularly women, who cannot obtain credit through banks or other similar institutions, to engage in income-generating activities on their own, and to meet the financing needs that will allow them to participate in economic and social development.

In order to benefit from microcredit, 5 women with a business idea must first come together and apply for it. At this point, no documents are requested; the declaration is taken as basis. Then, with a three-day training, women's self-confidence is then reinforced, and at the end of this period, they can benefit from with a loan based on the work they will do.

No guarantee or surety is required for micro entrepreneurs who receive microcredit, and no application is made to execution and court. In microcredit practice, low-income women who do not have any assets always have priority over others in obtaining microcredit. While low-income women who use microcredit for the first year receive 3.000 TL, the amount increases over time to a maximum of 20.000 TL.

Within the framework of protocols signed by governorates with the Turkish Foundation for Waste Prevention, the Microfinance Program continues its activities in 67 provinces and 97 branches. More than 200,000 poor and low-income women had been reached as of December 2022, and the total amount of loans distributed had reached TL 1 billion 450 million. Furthermore, 45,000 active microentrepreneurs continue to rely on loans.

Furthermore, the Union of Chambers and Commodity Exchanges of Türkiye (TOBB) established the TOBB Women Entrepreneurs Board in 2007 to determine policies to encourage and develop women's entrepreneurship in our country and to lead the development of entrepreneurship culture.

While the activities of the Board are carried out within the framework of the "Working Procedures and Principles" determined by TOBB, the membership procedures and information of approximately 6,500 women entrepreneurs are monitored through the "Entrepreneurship Information System". The Board, which is organized in 81 provinces, carries out activities to determine policies in order to improve the women entrepreneur potential in terms of quantity and quality and to make it better equipped and to lead the development of entrepreneurship culture among women.

Within this framework, the Women Writing the Future Project was realized in collaboration with TOBB, TOBB Women Entrepreneurs Board, and TURKCELL as part of the TOBB Women Entrepreneurs Board's 10th anniversary.

The project was implemented in 18 provinces (Adana, Ankara, Antalya, Aydın, Denizli, Diyarbakır, Elazığ, Eskişehir, Gaziantep, İstanbul, İzmir, Karabük, Kayseri, Samsun, Sivas, Şanlıurfa, Trabzon and Van) in order to train women who want to work in the mobile technology industry or realize their business ideas using mobile technologies, to support them

in developing mobile applications and to increase women's employment capacity and entrepreneurship in this field. Within the scope of the project, face-to-face training was provided in 51 classes in 18 provinces and 659 women who successfully completed the training were entitled to participate in the project development process with 320 projects.

## **E. PARTICIPATION IN POLITICS AND DECISION-MAKING MECHANISMS**

### **1. Current Situation**

The international developments and regulations about the participation of women in the politics emerged in the second half of the 20th century. The Convention on the Political Rights of Women adopted by the UN in 1952 is an important document for the international recognition of women's political rights.

In addition to this, CEDAW too, includes the statement that the States Parties shall take all appropriate measures to ensure the equal rights of women with men for the participation in the political and public life. Also the World Conferences on Women organized by the UN played a significant role in the development of women's political rights. One of the 12 critical areas defined in the Beijing Platform for Action adopted at the end of the 4th world Conference on Women, is "Women in Power and Decision-making". In the action plan prepared at the end of the conference, it was stated that "the obstacles before the equal participation of women in private and public life, shall be removed by women participating in the political resolution positions and mechanisms."

The amendments in 2004 and 2010 to Article 10 of the Constitution, paved the way for positive discrimination applications, including ensuring the equality of women and men in the authorization and decision-making mechanisms. Also, with Article 90 of the Constitution, CEDAW has been rendered superior to national legislation in the event of a conflict, and this provides an important legal framework for equal participation of women in authorization and resolution mechanisms.

In Articles 67, 68, and 70, the Constitution entitles all citizens with the right to "vote and be elected" in local and parliamentary elections, "to form political parties", "duly join and withdraw from them", "participate in referendums" and "right to enter public service"; and in Articles 25, 26, 28, 29, 33, and 34, "freedom of thought and opinion", "freedom of expression and dissemination of thought", "freedom of the press", "rights and freedoms of assembly".

Article 68 of the Law no. 4121 dated 23.7.1995 abolished the prohibition on political parties to establish women's branches, thus giving political parties the opportunity to open an additional area of participation for women.

Article 83 of the Law No. 2820 on Political Parties states that "political parties shall not pursue objectives contrary to the principle that everyone is equal before the law without discrimination based on language, race, color, sex, political opinion, philosophical belief, religion, sect and similar reasons" and thus party activities aimed at gender discrimination are prevented.

On the other hand, **11th Development Plan**, tsets as its main objective to prevent discrimination against women and to ensure women’s equal enjoyment of rights and opportunities in all areas of social life and their empowerment.

In this context, under the title of "Policies and Measures, related to the Plan period, active participation of women in all levels of economic, social, and cultural life and decision-making mechanisms will be encouraged especially starting from the local level, research will be carried out within this framework, and women will be more active in politics, public and private sector, management and decision. It is stated that awareness-raising, guiding, and encouraging methods will be developed to ensure their participation.

In the Republic of Türkiye, women gained the right to vote and be elected in local elections in 1930 and in parliamentary elections in 1934, before many other countries in the world.

While the number of female MPs in the parliament was 24 and the representation rate was 4.4% in the 2002 General Election; this number increased to 50 and the rate to 9.1% in 2007. With the 12th June 2011 General elections, the number of female MPs in the parliament increased to 79. This score equals a 14.4% representation rate.

The number of female MPs in the General election, held on 7th June 2015 was 98. The representation rate was 17.82%, the highest in the history of the Republic. In the 1st November 2015 Elections, the number of female MPs was 81 and the representation rate was 14.73%.

Lastly, in the 24th June 2018 Parliamentary Elections, the number of female MPs and the representation rate in the parliament were 104 and 17,45 % respectively. In the Presidential System of Government which entered into force with the 24th June 2018 Elections, one female minister (5,88%) serves in the cabinet. In addition, 6 (10.3%) of 58 Deputy Ministers working with Ministries are women.

**The status of the proportion of women deputies in the parliament in terms of election years is given below:**

**Number of Women MPs in the Grand National Assembly of the Republic of Türkiye**

| <b>Electoral Period</b> | <b>Election Year</b> | <b>The Number of MPs in the Parliament</b> | <b>Number of Female MPs</b> | <b>Representation Rate (%)</b> |
|-------------------------|----------------------|--|-----------------------------|--------------------------------|
| <b>5th Period</b>       | 1935                 | 399  | 18                          | 4,5                            |
| <b>6th Period</b>       | 1939                 | 429  | 16                          | 3,7                            |
| <b>7th Period</b>       | 1943                 | 455  | 16                          | 3,5                            |
| <b>8th Period</b>       | 1946                 | 465  | 9                           | 1,9                            |
| <b>9th Period</b>       | 1950                 | 487  | 3                           | 0,6                            |

|                    |      |     |     |       |
|--------------------|------|-----|-----|-------|
| <b>10th Period</b> | 1954 | 541 | 4   | 0,7   |
| <b>11th Period</b> | 1957 | 610 | 8   | 1,3   |
| <b>12th Period</b> | 1961 | 450 | 3   | 0,7   |
| <b>13th Period</b> | 1965 | 450 | 8   | 1,8   |
| <b>14th Period</b> | 1969 | 450 | 5   | 1,1   |
| <b>15th Period</b> | 1973 | 450 | 6   | 1,3   |
| <b>16th Period</b> | 1977 | 450 | 4   | 0,9   |
| <b>17th Period</b> | 1983 | 399 | 12  | 3,0   |
| <b>18th Period</b> | 1987 | 450 | 6   | 1,3   |
| <b>19th Period</b> | 1991 | 450 | 8   | 1,8   |
| <b>20th Period</b> | 1995 | 550 | 13  | 2,4   |
| <b>21st Period</b> | 1999 | 550 | 23  | 4,2   |
| <b>22nd Period</b> | 2002 | 550 | 24  | 4,4   |
| <b>23rd Period</b> | 2007 | 550 | 50  | 9,1   |
| <b>24th Period</b> | 2011 | 550 | 79  | 14,4  |
| <b>25th Period</b> | 2015 | 550 | 98  | 17,8  |
| <b>26th Period</b> | 2015 | 550 | 81  | 14,7  |
| <b>27th Period</b> | 2018 | 600 | 104 | 17,45 |

Source: Supreme Election Committee and TBMM (www.ysk.gov.tr, TBMM, 2021)

According to the mayoral elections on 30th March 2014; 3 out of 30 metropolitan mayors were women, and 40 out of 1,381 mayors were women. At the level of provinces, women candidates were elected as mayors in Aydın, Diyarbakır, Gaziantep, and Hakkari (Change of duties has taken place due to the ongoing legal procedures in Hakkari and Diyarbakır). 2.198 of 20.498 (10,7 %) aldermen are female. When the number of provincial assembly members is examined, the situation does not seem very different. 60 out of 1.251 (4,8 %) provincial assembly members are women.

According to the results of the local elections on March 31, 2019, 3 out of 30 metropolitan mayors and 42 out of 1389 mayors are women. (Women mayors were elected in Gaziantep,

Aydın, Van Metropolitan Municipalities, and Siirt Municipality; however, there was a change of office in the Van Metropolitan Municipality and Siirt Municipality due to ongoing judicial processes).

2.283 out of a total of 20.745 municipal councilors (11,1 %), 48 (3,77 %) of 1.272 provincial councilors are women (SBE 2019). In addition, according to the results of the 31 March 2019 local elections, 1086 female mukhtars were elected throughout Türkiye.

The proportion of women in professions that require expertise is quite high. The rate of female lecturers in universities is 51.21%.

In this context, the rate of women among professors is 33.66%, the rate of women among associate professors is 40.62%, the rate of women among assistant professors is 46.34%, and the rate of women among research assistants is 52.52%. (Council of Higher Education, December 2022) <sup>3</sup>

In addition, 17 (8,33%) of 204 universities have female rectors, and the rate of female vice rectors is 17.19%, the rate of female deans is 22.63%, and the rate of female vice deans is 34.67. (Council of Higher Education, December 2022).

158,123 (23.94%) of a total of 660,358 engineers and architects across Türkiye are women. (Union of Chambers of Turkish Engineers and Architects, December 2022).

84,183 (47.45%) of 177,428 lawyers registered with bar associations, 13 (15,66%) of 83 bar association presidents (Türkiye Bar Association, December 2022), 94,730 (50.5%) of 187,586 bank employees are women. (Banks Association of Türkiye, December 2022).

6.29% of police chiefs (217), 10.20% of police chiefs (1.992), 8.80% (23.511) of police officers, and 0.23% (67) of the bazaar and neighborhood guards are women. General Directorate of Security, December 2022). 5.91% of the gendarmes (2546) (Gendarmerie General Command, December 2022), 3.2% of the officers serving in the force commands (land, sea, air), 0.09% of the non-commissioned officers, Ministry of National Defense 13.7% of senior managers (general manager, assistant general manager, head of the department) and 43.1% of middle level (manager, assistant manager) managers are women (MoND, December 2022).

19.51% (27,673) of the personnel working in the Directorate of Religious Affairs are women. (Directorate of Religious Affairs, December 2022).

According to the December 2022 data of the Ministry of Health, 45.8% of doctors, 14.8% of chief doctors, and 65.2% of total health workers are women. On the other hand, 5,442,132 of the 13,312,842 licensed athletes registered with the Ministry of Youth and Sports are women (40.87%) (Ministry of Youth and Sports, December 2022).

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<sup>3</sup> State, Foundation, Foundation Vocational Schools, and TRNC are included.

According to the data of the Presidency General Directorate of Budget, Department of Public Personnel Information System dated 31.12.2022, information on the personnel employed in public institutions and organizations is given in the table below.

| Positions (*)                   | Female Employee | Total Senior Employee (**) | Percentage (%) |
|---------------------------------|-----------------|----------------------------|----------------|
| <b>Governor</b>                 | 3               | 81                         | 3,70           |
| <b>General Director</b>         | 19              | 189                        | 10,05          |
| <b>Deputy General Director</b>  | 42              | 378                        | 11,11          |
| <b>President</b>                | 2               | 39                         | 5,13           |
| <b>Vice President</b>           | 11              | 110                        | 10             |
| <b>Head of Department</b>       | 548             | 3.062                      | 17,90          |
| <b>District Governor (***)</b>  | 68              | 1042                       | 6,52           |
| <b>Regional Director</b>        | 11              | 271                        | 4,06           |
| <b>Deputy Regional Director</b> | 33              | 534                        | 6,18           |
| <b>Total Senior Positions</b>   | 737             | 5706                       | 12,91          |

(\*) The definition of Senior Titles could not be made in DMK numbered 657, and some titles in the managerial position were grouped and given.

(\*\*) Metropolitan Municipalities, their organizations, and Top Level Titles of Municipalities are not included.

(\*\*\*) District governor candidates are included. December 2022 data from the Ministry of Interior has been taken into account.

It is observed that the rate of women in senior decision-making positions in the bureaucracy is low. In the bureaucracy, 87.09% of senior managers are male and 12.91% are female. On the other hand, 41.56% of total public employees are women and 58.44% are men.<sup>4</sup>

78 of the 287 Ambassadors (27.18%), 14 of the 69 Consuls General (20.28%), 13 of the 30 General Managers working at the center (20.28%), who work in the Turkish Foreign Ministry in diplomatic missions, one of the important areas of bureaucracy and where men are dominant all over the world. , 13 (21.31%) of 61 Assistant General Managers (43.33%) are women. (DİB, December 2022).

101 (5.58%) of 1809 civil administrators working in the Ministry of Interior are women. Among 101 women civil chiefs; There are 3 female governors (Afyonkarahisar, Bartın, Nevşehir), the 1 central governor, 18 deputy governors, 5 Legal Advisors, 26 District Governors, and 42

<sup>4</sup> Based on the data of the Presidency General Directorate of Budget, Public Personnel Information System Department dated 31.12.2022. Parliament, Military Personnel, Central Bank and MIT Employees are not included

District Governor candidates, 1 Deputy General Manager, 1 Head of Department, 2 Civil Inspectors, 2 Chief Civil Inspectors (Ministry of Interior, December 2022).

According to the December 2022 data of the HSK, 7,130 (46.28%) of the total 15,406 guides working in the judicial and administrative judiciary, and 1225 (16.50%) of the 7,424 prosecutors are women. Considering the status of women in higher judicial bodies, 580 (57.25%) of 1,013 judges and prosecutors working at the Court of Cassation, 854 (32.90%) of 2,595 judges and prosecutors working at Regional Courts of Justice 237 out of 476 judges and prosecutors (49.78%), 141 (31.40%) out of 449 judges working in the Regional Administrative Courts, and 18 out of 238 investigating judges and board inspectors working in the HSK 7.56) is female. On the other hand, 64 out of 327 judges and prosecutors working in the central organization of the Ministry of Justice are women (19.57%).

## **F. COMBATING VIOLENCE AGAINST WOMEN**

### **1. Current Situation**

Violence against women is still one of the most important issues in the entire world. According to **the Declaration on the Elimination of Violence Against Women** adopted by the UN in December 1993, "violence against women" is described as "**all acts of gender-based violence that result in, or are likely to result in, physical, sexual, psychological or economic harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life**". This Declaration is the first international document that address violence against women in detail and a direct manner.

The issue of combating violence against women is also included in our national regulations and key policy documents. In the 11th Development Plan covering the years 2019-2023, the policies of "Organising formal and non-formal education activities to raise the level of social awareness starting from early childhood in order to eliminate the negative attitudes and behaviours that give rise to and reinforce domestic violence" and "Accelerating efforts to raise social awareness, increasing the efficiency and capacity of protective and preventive services to prevent violence against women, forced marriages at an early age and all kinds of abuse." are included.

In the 2021 Annual Presidential Program, activities and projects to be carried out for the measures determined in the 11th Development Plan are specified to prevent all kinds of discrimination against women and to ensure that women benefit from and strengthen the rights, opportunities, and opportunities in all areas of social life, and the activities and projects included in the fight against violence against women are listed below:

***602.1. Necessary work will be carried out to ensure the effective implementation of regulations for the prevention of violence against women, and early and forced marriages.***

***602.2. To prevent violence against women, and early and forced marriages, awareness-raising activities such as training, seminars, etc. Will continue for different target groups, including all public institutions and organization personnel.***



**602.3. In the fight against violence against women, the capacities of institutions and organizations that provide services to victims of violence and perpetrators of violence and inter-institutional coordination will be increased.**

Violence against women prevents women from exercising their human rights; it violates or invalidates the fundamental rights of women such as life, security, freedom, dignity, and physical and emotional health. Certain groups, such as women with disabilities and girls, are, in most cases, both at home and outside; are more vulnerable to risks such as violence, injury, abuse, neglect, negligent behavior, ill-treatment, or exploitation.

To determine indicators to monitor domestic violence against women and to prevent domestic violence, a large-scale study "**the National Research on Domestic Violence Against Women in Türkiye**" was conducted for the first time in 2008 nationwide, to answer the question "What are the sources and types of violence against women?"; and a second research designed as a follow-up research of the first was conducted in 2014.

Some data on the results of the research Domestic Violence against Women, in Türkiye 2008 and 2014 are as follows:

- In the 2014 study, the ratio of women subjected to **physical violence** by their husbands or ex-husband in any period of their life is **36%** (8% in the last twelve months). It is seen that this rate was 39% in the 2008 study.
- The ratio of women who experienced **emotional violence** in any period of their life is **44%**. It is seen that this rate did not change between the 2014 and 2008 studies.
- In the 2014 study, the ratio of women who experienced sexual violence in any period of their life is **12%** (5% in the last twelve months). This ratio was found 15% in the 2008 study. In the 2014 study, the ratio of experiencing **physical and sexual violence** in any period of life is **38%**. This ratio was **42%** in the 2008 study.
- In the 2014 study, **the physical violence in the urban area** ratio is 35% while it is 37.5% in **the rural areas**. In the 2008 study, while the physical violence ratio in **the city** was 38%, the ratio in **the rural areas** was 43%. In the 2014 study, the ratio of women who get wounded due to the physical violence experienced is 26%, the ratio was 25% in the 2008 study.
- In the 2014 study, the ratio of women without education subjected to **physical violence at least once** is 43%, and this ratio is 21% at the university and graduate levels. In a 2008 study, this ratio was 55.7% for women without education.
- In the 2014 study, the ratio of **women who cannot tell anybody about the physical violence** they experienced is 44%. In the 2008 study, this was 48.5%. A decrease of 5 percent is observed in the period between the studies.

The Turkish and English versions of the study's Final Report were printed and distributed to the relevant stakeholders. Outcomes of the research considered by TUIK as official statistics provide a basis for the measures taken to combat violence against women and policies formulated.

The research, which will be a follow-up research of the research carried out in 2008 and 2014, is planned to be carried out in 2024.

## 2. Activities Carried Out

### a) *Legal Arrangements*

**Law No. 6284 on the Protection of the Family and Prevention of Violence against Women**, which was unanimously adopted by the **General Assembly of the Grand National Assembly of Türkiye on 8 March 2012** and entered into force upon its publication in the **Official Gazette No. 28239 dated 20 March 2012**, regulates the procedures and principles regarding the measures to be taken for the protection of women, children, family members and victims of unilateral stalking who have been subjected to violence or are at risk of being subjected to violence and for the prevention of violence against these persons.

**With the Law**, protective and preventive measures about the victim and the perpetrator and person who have the potential to inflict violence were regulated in detail. Related to the protected people, decisions about providing appropriate shelter, providing temporary financial aid, providing psychological, professional, legal, and social guidance, providing temporary protection and daycare services shall be given by the civilian authority, and in cases where the delay is considered to be risky, by the related law enforcement chief; And evidence and documents shall not be asked as the injunction orders are ruled.

Relating to the protected people; the decisions about changing workplace, putting an annotation to the title deed as a family house, in case of life-threatening danger changing of the identification and other related information and documents should be given by the judge. It was regulated that the Judge may decide for the perpetrator or the person who is likely to resort to violence; the absence of words and conduct involving threats of violence against the protected person, insults, humiliation or humiliation; removal from home; prevention of approaching the protected person; the protected person not to harm personal or household goods; If the perpetrator has a weapon or if he/she carries out a mandatory public service that requires a weapon delivering the weapon in the embezzlement to the relevant units; if there is alcohol, drug or stimulant substance dependency, the provision of examination and treatment, including referring into a hospital.

It was also decreed that the judge may decide on custody, alimony, and personal contact, if the perpetrator is the one who is the provider of the family, the judge may decide alimony although it is not requested, considering the conditions of the situation.

If the perpetrator acts against the injunctions, it is regulated that he/she may be subjected to coercive imprisonment from 3 days to 10 days. In addition, the establishment of "**Violence Prevention and Monitoring Centres**" would conduct the support and monitoring services based on 24 hours and 7 days, for the effective prevention of violence and effective implementation of protective and preventive measures, and the services to be provided are regulated.

With the egalitarian reforms in the Civil Code, Labour Act, and Turkish Criminal Code, all legislation has been transformed into a structure that protects the principle of equality between women and men and adopts zero tolerance towards violence against women in Türkiye.

With Municipal Law No. 5393 which entered into force in 2005, the municipalities in metropolitan cities and cities with a population over 50,000 were charged with the responsibility to establish shelters for women and children. With the amendment of the aforementioned regulation in 2012, it became "an obligation" for the Metropolitan Municipalities and the municipalities with a population over 100.000 to open shelters for women and children (For detailed information, see "Legal Developments").

"The Regulation on the Establishment and Management of Women's Shelters" entered into force on 5th January 2013, "The Implementing Regulation on the Law No. 6284 on Protection of Family and Prevention of Violence Against Women" entered into force on 18th January 2013, and "Regulation on Violence Prevention and Monitoring Centers" entered into force on 17th March 2016, having been published in the Official Gazette.

Another regulation is the Prime Ministry Circular No. 2006/17 on "Measures to Be Taken for the Prevention of Violence Against Children and Women and Honour Killings", which assigned the General Directorate on the Status of Women as the coordinating body on violence against women and honor killings.

In January 2015, the "Parliamentary Investigation Committee on the Motives of Violence against Women and Identification of the Due Measures" was established. The Report of the Parliamentary Investigation Committee on the Motives of Violence Against Women and Identification of the Due Measures was published on 8th May 2015. The aforementioned Commission was re-established in 2021, and as a result of the Commission's work carried out between April 2021 and March 2022, "The Parliamentary Research Commission Report for the Determination of the Measures to be Taken by Investigating the Causes of Violence Against Women" was prepared and presented to the General Assembly of the Grand National Assembly of Türkiye on 08 March 2022.<sup>5</sup>

### ***b) Action Plans***

Action Plans are prepared to provide a framework for the steps to be taken in the field of combating violence against women and to be a guide to relevant institutional organizations.

The first Action Plan on Combating Violence Against Women was prepared in 2007. In 2012, the second "**National Action Plan on Combating Violence against Women (2012-2015)**" prepared by the General Directorate was put into effect and activities were carried out for the Monitoring and Evaluation of the Action Plan.

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<sup>5</sup> For the Commission report prepared in 2022, see: For Part 1 <https://www5.tbmm.gov.tr/sirasayi/donem27/yil01/ss315.pdf>

**"The third National Action Plan on Combating Violence Against Women"** was implemented in cooperation with all responsible and relevant parties in the 2016-2020 period.

With the end of the implementation period of the Third National Action Plan (2016-2020); **"Combating Violence Against Women IV. National Action Plan (2021-2025)"** has been prepared with the contribution and participation of relevant public institutions and organizations, non-governmental organizations and universities, taking into account the provisions of national legislation and all policy documents, and is currently in force.

In this context, Combating Violence Against Women IV covers the period 2021-2025. In the National Action Plan, 5 main targets, 28 strategies, and 227 activities have been determined for the new era's roadmap to combat violence with the aim of Zero Tolerance to Violence Principle and Preventing All Kinds of Violence Against Women.

5 main goals;

- ✓ Access to Justice and Legislation
- ✓ Policy and Coordination
- ✓ Protective Preventive Services
- ✓ Social Awareness
- ✓ Data and Statistics

Within the scope of the effective implementation of the Action Plan, the coordination and monitoring process is carried out by the General Directorate of Women's Status, Ministry of Family and Social Services.

**"Coordination Plan for Combating Violence Against Women (2020-2021)"**, in which urgent measures to be taken by institutions that have the main responsibility in combating violence, are determined for the effective implementation of the Third National Action Plan for Combating Violence Against Women (2020-2021), under the leadership of our Ministry, Ministry of Justice, Ministry of Interior, Ministry of National Education, It was prepared in cooperation with the Ministry of Health and the Directorate of Religious Affairs and entered into force on 25 November 2019 within the framework of the **"Protocol on Increasing Institutional Cooperation and Coordination in Combating Violence Against Women"**.

The aforementioned Coordination Plan includes 75 measures to be fulfilled by the relevant institutions within the scope of the objectives of *"Effective Implementation of Legislation, Development of Institutional Capacity, Awareness Raising and Consciousness Raising, Data Collection and Research"*, and the implementation process of the Plan has ended by the end of 2021.

## **2022 Activity Plan to Combat Violence Against Women**

Within the framework of the activity in the IV National Action Plan on Combating Violence against Women that "activity plans will be prepared annually in order to determine policy priorities", an Activity Plan for Combating Violence against Women for 2022 was prepared

and implemented under the coordination of the Ministry of Family and Social Services in cooperation with the Ministries of Justice, Interior, National Education and Health and the Presidency of Religious Affairs to be implemented and monitored.

### **2023 Activity Plan for Combating Violence against Women**

Within the framework of the activity that "activity plans will be prepared annually to determine policy priorities" in the IVth National Action Plan on Combating Violence against Women, the Activity Plan for Combating Violence against Women for 2023 was prepared in cooperation with the relevant Ministries and the Presidency of Religious Affairs in line with the activities determined as priorities to be carried out in 2023 and was introduced on November 25, 2022. In line with the Activity Plan and the 5 main objectives of the IV. The national Action Plan, the implementation and follow-up priority activities in 2023 in the fight against violence against women will be ensured.

In addition, it is of utmost importance to identify priorities in combating violence against women, to identify needs, and to develop and implement holistic policies in this context. Since 2016, provincial action plans have been prepared at the local level to ensure local implementation, monitoring, and follow-up of national plans and programs. The national action plan and provincial action plans provide a road map for all central and provincial parties in the fight against violence against women. In this context, Provincial Action Plans have started to be implemented in 81 provinces to ensure more effective local implementation of the IVth National Action Plan on Combating Violence against Women. Monitoring activities for the implementation of provincial action plans are carried out annually.

One of the areas of work of the General Directorate on the Status of Women in combating violence against women is the fight against early and forced marriages. In 2017-2018, the Ministry visited 19 provinces with high rates of early marriages and prepared provincial action plans to combat early marriages. Provinces whose Action Plans have expired were supported in the preparation of action plans for the new period, and Emergency Action Plans on Combating Early and Forced Marriages were extended to 4 more provinces. Our Directorate General continues to carry out activities in provinces with high early and forced marriage rates.

### ***Monitoring and Evaluation***

The General Directorate on the Status of Women was assigned as the coordinating body on "violence against women and honor killings" according to the Prime Ministry Circular on "Measures to be taken for the Prevention of Violence against Children and Women and Honour Killings" No. 2006/17.

**"The Committee on Monitoring Violence against Women"** was established to follow up on the measures included in the Prime Ministry Circular and evaluate the current developments with the participation of all relevant public institutions and organizations, universities, and non-governmental organizations under the coordination of the General Directorate on the Status of Women. The Committee which meets once a year periodically under the coordination of the Ministry of Family, Labour, and Social Services, evaluates the activities and developments in

violence against women and offers suggestions on this issue. The 16th Meeting of the Committee was held in Ankara on December 15, 2022, under the chairmanship of the Minister of Family and Social Services with the presence of the Ministers of Justice and Interior.

In addition; the task of coordination between institutions is carried out by our Ministry in fulfillment of the provisions in *Law No. 6284 on the Protection of Family and Prevention of Domestic Violence against Women*. It was ensured to establish the "*Provincial Commission for Coordination, Monitoring, and Evaluation of Combating Violence Against Women*" for efficient implementation of the coordination task at the local level within the scope of "the Regulation on Violence Prevention and Monitoring Centers", effective as of 17th March 2016.

The Commissions have duties including ensuring coordination of services provided by the institutions within the scope of Law No. 6284, evaluation of data collected in the field of violence, conducting activities for prevention of violence, developing solutions for the elimination of the problems due to the implementation, meet *every six* months with the participation of members included in the Regulation.

The aforementioned meetings are reported by the VPMCs and submitted to the General Directorate on the Status of Women; the General Report is shared with the relevant institutions and organizations.

### **c) Research**

- To monitor the domestic violence against women and to determine indicators for combating domestic violence, a large-scale "**National Research on Domestic Violence against Women in Türkiye**" was conducted for the first time in 2008 to answer the question "What are the sources and types of violence against women?"; and the second research characterized as a follow-up survey of the research in 2008 was conducted in 2014. The third survey, a follow-up to the 2008 and 2014 surveys, is planned to be conducted in 2023-2024.
- About Law No. 6284 on the Protection of Family and Prevention of Violence Against Women, "**Impact Analysis Study for the Implementation of Law No. 6284**" initiated in 2014 was completed. The research was aimed at determining the reflections of the Law upon women victims of violence, perpetrators, and their children and relatives, and evaluating whether the Law is effective in preventing domestic violence and violence against women and in protecting victims of violence. In line with the data obtained from the research, efforts are maintained to eliminate the problems encountered in the implementation of Law No. 6284 in cooperation with the relevant institutions and organizations.
- To address violence against women in all its dimensions, to develop evidence-based effective combating policies, and to strengthen the services provided by institutional application mechanisms, data collection activities have been completed within the scope of the "**Research on Violence against Women in Türkiye and the Effects of the Covid-19 Pandemic with its Prevention, Intervention, and Policy Dimensions**" and the preparation process of the Research Report is ongoing.
- ✓ Within the scope of the research, the attitudes, perceptions, and awareness of different target groups such as the public, public officials, members of the media, academics, and

NGO representatives regarding violence against women and the status of women will be evaluated.

- ✓ The impact of the Covid-19 pandemic on women and their status within the household will also be investigated.
- ✓ In the research, the opinions and thoughts of the people who have a cautionary decision within the scope of Law No. 6284 will be asked about the implementation of the Law, institutional services, and the contributions of the experts involved in the implementation of the Law No. 6284 will be included.
- ✓ With the research, data on different dimensions of violence against women will be obtained and violence risk mapping of provinces and regions will be conducted.
- ✓ As a result of the research, it is aimed to raise public awareness by identifying the main problems and risks that cause violence against women, to ensure maximum public support for combating violence, and strengthen the implementation processes and institutional services of Law No. 6284.

#### ***d) Data Integration Activities***

Studies are continuing to record the injunction decisions taken by our Ministry according to Law No. 6284 on a common data system with the inter-institutional integration study.

"Family Information System Woman Module" was established to be used by the Provincial Directorates of MoFSS, social service centers, VPMCs, and women's shelters to monitor the information on social service activities through the database, to update information, to evaluate the activities to be conducted and share information.

The integration activity of the injunction orders issued under Law No.6284 on the UYAP system between the Ministry of Family and Social Services and the Ministry of Justice has been completed. "6284 Order Follow-up System" which will contribute to the efficiency of follow-up and monitoring of the orders has been put into service for 81 Provincial Directorates affiliated with Our Ministry and Violence Prevention and Monitoring Centers (VPMCs).

Within the scope of the Information Sharing Protocol between the Ministry of Interior and the (former) Ministry of Family and Social Policies" which was signed in September 2017, the activities have been completed to share electronically the "Registration Form for Incidents of Domestic Violence and Violence against Women under the Law No.6284" with the Ministry of Family and Social Services. In addition, with the Protocol signed on April 15, 2020, between the General Command of Gendarmerie and MoFSS, the "Registration Form for Incidents of Domestic Violence and Violence against Women" started to be shared electronically with our Ministry. Thanks to the aforementioned data integration efforts, the first phase of work has been completed. This data integration is expected to shorten the time to reach the victims of violence and increase the efficiency of protection.

2022 Within the framework of the sub-target "Confidentiality decisions issued within the scope of Law No. 6284 will be transmitted electronically to relevant institutions and organizations" in the Activity Plan for Combating Violence against Women, In October 2022, the "Cooperation Protocol on Data Integration between the Ministry of Family and Social Services and the Ministry of Interior on Data Integration" was signed to determine the necessary

procedures and principles to ensure that the confidentiality decisions issued on victims of violence and/or their relatives within the scope of Law No. 6284 are electronically processed through the Family Information System (ABS) of the Ministry of Family and Social Services to the central database of the General Directorate of Population and Citizenship Affairs of the Ministry of Interior. Technical studies for data sharing are ongoing. With the protocol in question, confidentiality orders issued against victims of violence under the relevant article of Law No. 6284 will be shared electronically with relevant institutions and organizations such as the Ministry of Interior General Directorate of Population and Citizenship Affairs, Ministry of Health, Ministry of National Education, Social Security Institution, Banks Association of Türkiye.

#### *e) Training Activities*

The Ministry of Family and Social Services carries out activities such as seminars, and conferences at various levels to strengthen the awareness and sensitivity of the stakeholders and the different sections of the society in strengthening the equality of women and men in Türkiye and combating violence against women. Cooperation is established with the relevant institutions and organizations to ensure the continuity of their training and increase their effectiveness. Within this scope, protocols were signed between the Ministry of Justice, Ministry of Interior, Ministry of Health and the General Command of Gendarmerie, Presidency of Religious Affairs, and our Ministry. Within the scope of these protocols, training has been provided since 2006, and seminars have been organized for Family Court judges and public prosecutors, local authorities, employees of public institutions and organizations at various levels, members of the media, and university students.

It is important to focus on developing inter-institutional coordination and cooperation and awareness-raising activities in combating violence against women.

- To increase social awareness in the fight against violence against women, training, and seminars are held for the personnel working in public institutions and organizations and different segments of society throughout the country. Been signed between our Ministry and the Ministries of Justice, Internal Affairs, Health, and National Defense, Gendarmerie General Command, and the Directorate of Religious Affairs to ensure the continuity of the said training. The training initiated since 2007 within the scope of combating violence against women; Training and seminars were given to a total of **3.534.871 people**, including 2.257.601 privates and conscripts, 75.000 public officials, 106.389 Religious Officials, 195.693 Health Officials, 359.033 Teachers, and 541.155 Law Enforcement Officers.
- Within the scope of awareness-raising activities (training, seminars, conferences) targeting different target groups on combating violence against women and early and forced marriages, 40,893 public personnel, 42,927 citizens, 18,212 mukhtars, 17,535 university staff, and students, 8,169 privates and conscripts were reached in total 127,736 people between 01.01.2022-30.11.2022 by Provincial Directorates of FMS, VPMCs and Contact Points for Combating Violence within Social Service Centers serving in 81 provinces under the coordination of GDSW.



- In cooperation with TÜİK, an awareness-raising seminar on combating violence against women was organized on 24 and 29 June 2022 for 600 staff working at the headquarters and 26 Regional Directorates.
- Awareness-raising activities for men were carried out in cooperation with the Ministry of National Defense. In this context, a total of 630,000 privates and conscripts was reached through these seminars between September 15, 2018, the first call-up period, and February 2020.
- Within the scope of the "Protocol on Strengthening Institutional Capacity, Increasing Cooperation and Coordination in Combating Violence against Women" signed between the Ministry of National Defense and our Ministry, 8,730 personnel were trained as trainers and 637,818 privates and conscripts were trained in combating violence against women between 2014-2016. In addition, a total of 26,528 personnel, including officers, non-commissioned officers, civil servants, and military students, was given conferences.
- On 22 January 2019, the "Protocol on Strengthening Institutional Capacity, Increasing Cooperation and Coordination in Women's Empowerment and Combating Violence against Women" was signed between the Ministry and the Ministry of National Defense. The protocol aims to continue the training organized between 2014 and 2016. Within the scope of the protocol, the first stage of training of 101 people and the second stage of training of 2,264 people were completed, and 86,125 privates and conscripts were trained on women's empowerment and combating violence against women.
- In 2021, 70,376 public personnel, 37,561 citizens, 11,873 mukhtars, 10,753 university staff, and students, 7,199 privates and conscripts and 6,061 conscripts-for-pay soldiers were reached within the scope of awareness raising activities (training, seminars, conferences) targeting different target groups on combating violence against women and early and forced marriages by Provincial Directorates of FMS, VPMCs and Contact Points for Combating Violence within Social Service Centers serving in 81 provinces under the coordination of GDSW.
- The "2021-2022 Joint Work Plan" was signed between the Ministry and the United Nations Children's Fund (UNICEF) on March 31, 2021, to strengthen the protection of disadvantaged children and their enjoyment of their rights to development and participation. In this context, training activities continue at women's shelters, VPMCs, and Contact Points for Combating Violence within Social Service Centers to increase institutional capacity.
- On 25 November 2021, the 16th meeting of the Monitoring Committee on Violence against Women was held under the chairmanship of the Minister of Family and Social Services with the participation of the Ministers of Justice and Interior, and with the participation of representatives of relevant public institutions and organizations, universities and non-governmental organizations.
- On November 25, International Day for the Elimination of Violence against Women, thematic meetings, communication activities, and awareness-raising activities was organized in 81 provinces.

#### **2022 as part of the November 25th Events;**

- ✓ In 81 provinces, "Monitoring, Coordination and Evaluation Commissions on Violence against Women" convened simultaneously under the chairmanship of the Governor.

- ✓ To raise awareness at stands set up in shopping malls, marketplaces, and city centers in provinces, in cooperation with the Turkish Basketball Federation, Volleyball Federation, and Football Federation, athletes were encouraged to participate in weekend competitions with banners reading "**Violence against Women is a Betrayal of Humanity**". The banner "No Raise Hand on Women" was hung in visible places (overpasses, etc.) And was displayed on billboards and electronic billboards.
- ✓ Sermons/khutbahs were given on Combating Violence against Women and verses and hadiths on the meaning and importance of the day were shared on mosque ridge lights and electronic signboards.
- ✓ In 81 provinces, Thematic Meetings were organized to raise awareness of different target groups on violence against women; posters, brochures, and the visuals were exhibited and distributed.

#### *f) Protocols*

With "the Protocol on Improving the Institutional Capacity in Services Provided under Combating Violence Against Women, and Increasing the Coordination" signed between the General Command of the Gendarmerie and the (former) Ministry of Family and Social Policy, one-day courses on "Gender Equality and Prevention of Violence against Women" are provided during some certain periods under "the Course Program on the Prevention of Children Crimes and Violence against Women" to personnel working at the Provincial Gendarmerie Commands, District Gendarmerie Commands, and Children and Women Section Directorates.

Also, "Violence against Women" was placed as a separate course in the curriculum of the Gendarmerie Schools Command in the 2013/2014 school year; and the publication of the course book "Combating Violence against Women" was completed.

The Ministry of Justice, the Ministry of Family and Social Services, the Ankara Bar Association, and the Presidency of Ankara University signed a "Protocol on Engaging the Students of Ankara University Faculty of Law in Legal Clinic Practices about Law No. 6284". Within the scope of the protocol, Ankara University Faculty of Law students provide legal counseling services for victims of violence at our institutional service units in Ankara.

The electronic Bracelet Application has been continued throughout the country since 2021. Technical infrastructure works carried out by the Ministry of Interior regarding the dissemination of the application throughout the country have been completed, and as of January 25, 2021, as per the technical methods taken within the scope of Law No. 6284, the Ministry of Interior Security and Emergency Coordination Center (GAMER) is affiliated to the General Directorate of Security, Public Security Department. The "Electronic Monitoring Center", which was established as a subsidiary, started to be carried out in a way to cover the whole country (81 provinces and districts in the police and gendarmerie responsibility areas). In addition, the "Regulation on the Use of Tracking Systems with Technical Methods within the scope of Law No. 6284" was prepared by our Ministry, with the contributions of the Ministry of Interior, and was published on 04 September 2021 and entered into force. Efforts are underway to ensure that the electronic clamp application is carried out effectively throughout the country.

**Women Support System (KADES)** Mobile application for smartphones was put into service on 24th March 2018 in cooperation with the Ministry of Family and Social Services and the Ministry of Interior to ensure rapid and effective response by making use of the advantages provided by the communication technology for women victims of violence or those under risk. Through the KADES application, which can be downloaded to mobile phones and used only by women, law enforcement forces provide an effective and rapid response 24/7 through the "call for help" button in the application.

#### *h) Projects*

1. It was aimed to strengthen the efforts to combat violence against women in 26 project provinces through the development of support services provided by women victims of violence within the scope of the **“Project on Combating Domestic Violence”** which was financed under the IPA-2009 program and was implemented between 2014 and 2016.

Within scope of the technical assistance component; current situation analysis and training needs analysis covering 26 provinces were carried out, followed by the development of Provincial Action Plans; training programs on violence against women and gender equality were organized for the staff of the units providing services for women victims of violence and supervision mechanism was established for these trainings; efforts were formulated for standardisation of the services available for the victims of violence.

Within scope of the grant component, nearly 3 million Euros grant support was provided to 19 NGOs in 11 provinces in order to strengthen their capacity at local and national level on combating violence against women.

2. Establishment of the standard program (Psycho-Social Support and Intervention Program) for the basic services provided by the women's service units of our Ministry in 81 provinces within the scope of the Financial Assistance Program for Refugees (FRIT-II) program, development of the support program after the shelter, information technology devices, providing vehicles with drivers, purchasing furnishings for our institutions are planned. Also in this program; carrying out basic and advanced trainings to improve the service delivery capacity of professional staff and support personnel, establishing a supervisor and trainer pool, conducting provincial study visits within the scope of monitoring and evaluation activities, and cooperation and coordination between relevant institutions and organizations and provincial meetings are planned to increase.
3. Establishing a Model Including Multifaceted Social Service Intervention for Perpetrators of Violence on the Axis of Violence against Women, in order to ensure that the case of violence is handled with a holistic approach in order to effectively combat violence against women; within the scope of the project, it is aimed to create a social service model for perpetrators of violence. Within the scope of the project which is approved by the Presidency Strategy and Budget Department, it is planned to create modules in which work processes and institutional responsibilities regarding the support services to be provided to perpetrators are determined, support and intervention programs for rehabilitation, training contents for service providers, and printed materials such as handbooks, guides and guides.

The project preparation works have been completed and will be implemented in the 2023-2024 period.

4. The Psycho-Social Support Guide for Supporting the Children of Victims of Violence Receiving Services from Women's Shelters is in the process of printing. By disseminating the Psycho-Social Support Guide to our institutional service units; it is aimed to support the development of children who are victims of violence or have witnessed violence.
5. Specialization studies were carried out for women's shelters to provide more effective and efficient service to women's shelters that offer services to different groups of needs. As of in 2020, 4 women's shelters and in 2021, 13 women's shelters were transformed into specialized establishments in 11 provinces (Ankara, İstanbul, İzmir, Adana, Antalya, Bursa, Diyarbakir, Malatya, Kocaeli, Mersin, Samsun), including former 9 women's shelters. One of the women's shelters, which was the first to serve in the province of İstanbul in Türkiye, was specialized as "Women's Shelter for Women with Male Children Above 12 Years of Age". In 2022, 17 women's shelters in 15 provinces were transformed into specialized institutions, 4 of which were in 4 provinces (Denizli, Eskişehir, Trabzon and Sakarya). Efforts to increase the quality of specialized women's shelters are continuing. In order to increase the quality of service by structuring the services provided by the women's service units of our Ministry in a standard, measurable and traceable way, the "Women's Shelter and VPMC Service Standards Guide" to be implemented in 81 provinces, as well as the "Women's Shelter and VPMC Self-Evaluation Guide", which includes internal and external evaluation, has been prepared. The internal evaluation process was completed in our provinces in November 2020, and external evaluation visits were made to Aydın, Bingöl, Bitlis, Eskişehir and Kırşehir provinces in 2021 and to Kütahya, Malatya, Bartın, İstanbul, Mersin, Konya, Niğde and Ağrı provinces in 2022. External evaluation studies are continuing by our General Directorate.
6. In 2021, 2 new women's shelters started to serve, 1 under our Ministry (Trabzon 2nd Women's Shelter), 1 under local governments in 2021 (İzmir Metropolitan Municipality 2nd Women's Shelter), and in 2022 Batman and Bodrum Municipality women's shelters. In order to provide more effective and efficient service, it moved to the new service building of 3 women's shelters (Edirne, Bolu and İstanbul 5th Women's Shelter) affiliated to our Ministry in 2021, and in 2021 to increase the existing capacities of women's shelters in İstanbul (+5) and Van (+10) provinces studies have been carried out. In addition, in 2022, women's shelters in the provinces of Bayburt, Sinop and Tekirdağ were moved to the new service building. In line with our goal of increasing the professional capacity of the personnel working in our institutions, "Basic Training Program for Psychosocial Support Practitioners" was organized for 907 professional staff working in Women's Shelters and VPMCs, and "Advanced Training Program for Psychosocial Support Practitioners" for 392 professional staff.
7. In line with our goal of increasing the professional capacity of the personnel working in our institutions, 200 hours of theoretical-practical Positive Psychotherapy Trainings covering theory training, intervision, literature, self-exploration and examination studies are about to be completed. 7 modules of Positive Psychotherapy Training, which will be held as 7

modules for the professionals working in VPMC and women's shelters, were also implemented. 51 professional personnel from 34 provinces and 6 vocational personnel from the central organization participated in the trainings.

- 8.** Between 07.11.2022 – 11.11.2022, a 4-day Training of Trainers for Care Staff in Women's Services was held in Ankara. "Professional Attitude and Cycle of Violence-Understanding Victim, Gender Equality, Nature of Trauma and Symptoms of Traumatic Stress, Effective Communication Skills with Service Women and Children, Burnout, Stabilization, Limits and Responsibilities, Teamwork, First Aid, Crisis and Crisis Response, Time Management, Conflict Resolution" training was given.
- 9.** Between 27.06.2022 – 01.07.2022, 5-day ANKA Child Support Program Practitioner Training was held in Antalya. "Communication, Approach to Children, Limits and Responsibilities, Promoting Positive Behavior, Supporting Development, Crisis and Intervention, Nutrition and Hygiene, Privacy, First Aid and Awareness, Interview Techniques, Group Studies, Individual Counseling, Working with Family, Teaming, Transactional Analysis Approach and Trauma and Intervention were provided.
- 10.** Legislation, women's shelter and VPMC service standards, self-assessment practices, risk analysis and management, electronic handcuffs, women's economic empowerment, problems in the field and solution suggestions were discussed with the participation of Provincial Deputy Directors responsible for women's services, VPMC Managers and women's shelter managers. The Operation and Application Workshop on VPMC and Women's Shelter Services was held in Antalya on 24-28.10.2022.
- 11.** In order to contribute to the protective, preventive, educational and developmental activities for women and children that we provide services in cooperation with our General Directorate and the General Directorate of Security, "Cyber Bullying and Awareness Training" was held on 01.10.2022 and 01.11.2022 for 800 personnel working at women's shelters, violence prevention and monitoring centers and contact points for combating violence within social service centers, including the definition of cyber bullying, current cyber risks and bullying, cyber security measures and application methods.
- 12.** Trainings on Financial Literacy and Empowerment of Women Receiving Services from Women's Shelters in the Fields of Information Technologies were planned and trainings for trainers were organized under the headings of Financial Literacy, Parenting and Information Security. 235 people, consisting of managers and professional staff working in women's shelters in 81 provinces, participated in these trainings. Trainings are regularly organized for women who receive service from our institutions. Between June 2020 and December 2021, 2,771 women participated in these trainings. As of November 2022, 2,436 women participated in these trainings.
- 13.** In order to support women receiving services from women's shelters to gain the necessary knowledge and skills for their participation in economic life, to be empowered in the social and economic sphere, to take part in more qualified jobs and to become self-sufficient, job club trainings for women receiving services in women's shelters affiliated to our Ministry in 81 provinces were provided regularly every month in cooperation with the General Directorate of Turkish Employment Agency. In this context, 1,742 women participated in

Job Club Trainings between October 2020 and December 2021. As of November 2022, 1,648 women have participated in job club trainings.

14. "Zero Waste Management System Establishment Trainer Training" was held on 4 November 2021 for 418 professional personnel working in women's shelters in cooperation with the General Directorate on the Status of Women and the Ministry of Environment, Urbanization and Climate Change Environmental Management General Directorate to increase their knowledge, skills and awareness levels was carried out. As of November 2022, 1,421 women participated in Zero Waste Management Trainings.
15. Addiction Awareness Training was given on 9-10 November 2021 to 544 professional personnel working in the women's shelter in cooperation with the Green Crescent Society within the scope of efforts to combat violence and addiction. As of November 2022, 722 women participated in Addiction Awareness Trainings.
16. Family Education Programs (FEP) have started to be implemented by FEP trainers for women who receive service from Women's Shelters. Trainings in the fields of "Family Education and Communication", "Law", "Economics", "Media" and "Health" in the program are carried out at regular intervals in women's shelters, taking into account the special conditions and needs of women and their children. As of November 2022, 1,958 women participated in FEP Trainings.
17. "Religious Guidance Activities" are organized for those who receive service from women's shelters within the scope of the protocol between the Presidency of Religious Affairs and our Ministry. In this context, 8967 people who received service from shelters in 2021 and 6,291 people as of November 2022, a total of 15,258 people attended the events.

### ***g) Institutional Services***

The existence of supportive services and institutional structures offered to victims in combating domestic violence against women is of great importance. In the fight against violence against women; institutional services are provided by the Ministry of Family and Social Services, the Ministry of Interior, the Ministry of Health and the Ministry of Justice, as well as other relevant ministries, municipalities, bar associations and NGOs.

#### **(1) Ministry of Family and Social Services/ General Directorate on the Status of Women**

GDSW conducts activities based on cooperation, particularly legal activities for prevention and elimination of all kinds of violence, abuse and exploitation against women; carries out projects and campaigns; organises meetings, conferences and seminars; and contributes to the activities organised by other institutions and organisations.

With the affiliation of the women's shelters to GDSW in 2011, it has undertaken execution and coordination of protective, preventive, educative, constructive, consultative and rehabilitative social service activities; and has become a performer institution with provincial organisation.

### **Women's Shelters**

Women's shelters are residential social service institutions where women exposed to abuse or violence physically, emotionally, sexually, economically and verbally can be temporarily accommodated with their children, if any, and their needs are covered providing protection from violence, solving and strengthening their psycho-social and economic problems.

### **The first women's shelter under public institutions was opened in the provinces of İzmir and Ankara in 1990 under the (former) Social Services and Child Protection Agency.**

The women's shelters were given under the responsibility of General Directorate on the Status of Women with the Statutory Decree No. 633 and there are still 112 women's shelters under the Ministry of Family and Social Services; 3 women's shelter affiliated with the Ministry of Interior General Directorate of Migration Management, 1 shelter owned by NGOs, and 33 shelters under local administrations. A total of 149 shelters provide services with a capacity of 3.624 people.

In addition to the professional studies conducted to investigate the problems of women and children admitted to women's shelters and to remedy these problems, the women are supported in areas such as guidance for referring the women and their children directly or indirectly related institution, safety, counselling, psychological support, legal support, medical care support, temporary financial aid, allowance, nursery, vocational training course, group work, social, artistic and sports activities, etc.

### **From Women's Shelters;**

- In 2017, 56.988 people in total received comprised of 33.413 women and 23.575 accompanying children received service.
- In 2018, a total of 63.536 persons received service, including 36.767 women and 26.769 children accompanying them.
- In 2019, a total of 73.001 persons received service, including 42.843 women and 30.158 children accompanying them.
- In 2020, a total of 55.882 people received service, including 35.331 women and 20.551 children accompanying them.
- In 2021, a total of 87.595 people received service, including 61.167 women and 26.428 accompanying children.
- In 2022, a total of 80.910 people received service, including 48.018 women and 32.892 children accompanying them.
- As a result of the work carried out with relevant institutions and organizations, local governments and non-governmental organizations to ensure participation of women victims of violence in social and economic life;

- In 2022, among the women staying in the women's shelters affiliated with our Ministry, 2.337 benefited from vocational courses, 585 accessed work opportunities, 2.999 received legal support, 642 benefited from literacy courses, 6.688 participated in social, artistic, and sports activities and 5.907 of the children stayed in women's shelters with their mothers benefited from creches and children clubs.

### **Violence Prevention and Monitoring Centres (VPMCs)**

Within the scope of Law No. 6284, these centers provide psychosocial support, legal support, educational and vocational support, health support, economic support, guidance, counseling and referral services, and follow-up and monitoring of measures for victims of violence.

Under the Law No. 6284; Violence Prevention and Monitoring Centers (VPMC) currently provide services in 81 provinces. “VPMC Service Standards Guide” and Self-Assessment Guide were prepared within the scope of studies aimed at developing the capacities of VPMCs and determining physical, managerial and professional service standards. Within the scope of the guide, professional intervention directives guiding the professionals have been arranged, and the professional and managerial forms used in the centers have been updated.

VPMC Self-Assessment Guide aims to guide managers, employees and evaluators in the application of internal/external evaluation method. The internal evaluation process in our organizations has been completed; External evaluation studies continue. Necessary trainings continue in all our corporate service units in order to disseminate the guides. Necessary trainings continue in all our corporate service units in order to disseminate the guides.

In order to monitor the services offered by VPMC and Women's Shelters from a single point, to manage processes in electronic environment, to provide instant up-to-date data, to collect data in a single database, to create healthy statistics, and to ensure online integration with stakeholder institutions, the General Directorate of Information Technologies of our Ministry Improvement studies continue regarding the "Family Information System (FIS) Women's Module", which was developed in cooperation with the Company and made available to our institutions in 81 provinces.

Specialization of the personnel in the field is ensured through awareness trainings on combating violence against women with face-to-face and distance education methods for the personnel working in VPMCs, and in-service trainings aimed at increasing their professional knowledge and skills, and also necessary guidance support is provided on the needed issues. In 2022, “Positive Psycho-Therapy Trainings” were held for the professionals working in VPMC and women's shelters in cooperation with UNICEF.

Moreover; within the scope of the objective in the Coordination Plan for Combating Violence Against Women, a "**Risk Analysis and Management Module**" has been developed and submitted to FIS, within the scope of the activity "Risk Analysis and Management Module will be developed to be integrated into the Family Information System (FIS) in order to conduct the risk analysis of violence against women correctly" has been added.

**As of October 21, 2021, the Risk Analysis and Management Module has started to be used in VPMCs and women's shelters in 81 provinces.** Through the Risk Analysis and



Management Module, an important step will be taken to strengthen the chain of correct detection - qualified service - effective intervention by integrating an approach that considers the balance of risk and needs into the crisis intervention, social support and empowerment practices, which are the basis of the social services to be offered to the victims of violence.

**A total of 1,362,004 people, including 1,137,688 women, 98,115 men and 126,201 children, have benefited from the Violence Prevention and Monitoring Centers (VPMCs) since its establishment (2012-2022 end of December).** With the opening of the second VPMC in Mersin, the number of VPMCs has increased to 82, and it is planned to open a second VPMC in 7 more provinces in order to provide services more effectively in the coming period. Efforts to improve the institutional capacity of VPMCs continue.

### **Family and Social Services Provincial Directorates and Social Service Centers**

Family and Social Services Provincial Directorates and Social Service Centers provide counseling, guidance and social support services for victims of violence in places where VPMCs are not available.

In this direction, in order to facilitate access to the victims and to strengthen the effective struggle with violence against women on a provincial/district basis, a contact point for combating domestic violence was determined in 397 Social Service Centers and a capacity building study was carried out for the relevant personnel through distance education method.

### **183 Social Support Line**

**"183 Social Support Line"** working within the MoFSS works as a psychological, legal and economic advisory hotline for women and children who are at risk of violence and who need support and assistance; they are provided with information about their rights and where to apply.

It is also taken as a precautionary measure for negligence, abuse and violence or for the prevention of honour killings; considering the urgency of the situation, the emergency response team responsible for the incident and / or the law enforcement officials are informed to intervene. This hotline is available 24 hours a day, 7 days a week and is free. The hotline in service in Arabic and Kurdish as well is equipped with short message feature and 3G function for the hearing-impaired individuals.

Considering the increase in incoming calls as of March 2020, the prioritization process was initiated in 183 Social Support Lines. Victims of violence calling the Social Support Line can reach the relevant support personnel without waiting in line by pressing the "0" button. As of May, the 'ALO 183 Social Support Line' started to provide services to citizens through WhatsApp and BIP application. Relevant support personnel can be reached on the ALO 183 Social Support Line, 24 hours a day, 7 days a week from the designated contact number.

## **(2) The Ministry of Interior**

### **Civilian Authorities**

Under the Law No. 6284, the injunction providing for temporary accommodation, temporary financial support, psychological, professional, legal and social support for the woman and her accompanying children who are subjected to violence, temporary protection in case of a life

threat, and provision of nursery facilities can be enacted by civilian authorities. Victims of violence may request protective measures by applying to the Governorates and District Governorships where they are located.

### **Law Enforcement**

The role of law enforcement officers within the Ministry of the Interior is very important in terms of preventing violence and taking the necessary precautions. Police or Gendarmerie are among the first institutions to which women exposed to violence apply. Besides, within scope of the Law No. 6284, law enforcement officers have very wide and important duties such as issuing injunction order, demanding an order to be taken and ensuring that orders are fulfilled.

### **General Directorate of Security**

General Directorate of Security and the Department of Fight Against Domestic Violence under Department of Public Order in the central organization are responsible for the improvement of present services in fight against domestic violence all over the country, for the cooperation of related institutions and organizations, and the coordination of the security services related to the implementation of injunctions for the victims of violence. In the field organization the police centres at province and district centres.

In order to improve the services carried out by the police in relation to domestic violence and violence against women and to provide coordination between the institutions, “Combating Domestic Violence and Violence against Women Bureau” was established on 11<sup>th</sup> November 2015 within the Directorate of Public Security Branches of 81 Provincial Security Directorates.

The Bureau of Combating Violence Against Women and Domestic Women, which has an establishment at the provincial level, has been expanded to the district level in order to monitor all the works and transactions carried out within the scope of the Law No. 6284 at the provincial / district level in the area of responsibility of the General Directorate of Security. In this context, the number of office chiefs was increased from 81 to 1.005.

In addition, women who are subjected to violence or those who witness the threat of violence or violence can call 112 Emergency Lines free of charge 24/7.

### **The General Command of Gendarmerie**

The General Command of Gendarmerie Branch Office for Children and Combating Domestic Violence at the central organization are responsible for the coordination of the present services in its assigned positions, and the coordination with the related institutions and organizations.

A total of 242 Gendarmerie Children's and Women's Departments have been established at the provincial/district level under the Gendarmerie General Command. In addition, women who have been subjected to violence or those who witness violence or the danger of violence can call the 112 Emergency Call Center free of charge, 24 hours a day, 7 days a week.

## **(3) Ministry of Justice**

### **Chief Public Prosecutor’s Office**

Persons who have been subjected to violence within the scope of Law No. 6284 can apply directly to the Public Prosecutor's Office. In addition, "**Investigation Offices for Domestic**

**Violence and Violence against Women**" started to be established, especially in metropolitan areas. Among the duties of these offices are to follow up and conclude investigations of crimes of violence against women, to carry out works and transactions within the scope of Law No. 6284, to supervise and monitor the effective implementation and fulfilment of preventive-protective injunctions. Within the scope of the studies carried out in line with the Human Rights Action Plan by the Ministry of Justice, Investigation Bureaus for Domestic Violence and Violence against Women were made widespread. As of 31 December 2022, the number of Investigation Bureaus for Domestic Violence and Violence against Women established within the Office of Chief Public Prosecutor's Office reached a total of 225, including 81 provincial central courthouses and 144 district courthouses that are not provincial centres. Investigations regarding crimes of domestic violence and violence against women are also carried out in courthouses where there are no offices, by public prosecutors who are specially assigned to deal with this matter.

### **Family Court**

Applications within the scope of Law No. 6284 are decided by the Family Court. Victims of violence can apply to the Family Court with a petition to benefit from the Law. If there is no Family Court in the place of residence, the Civil Court of First Instance is the competent and authorized court.

With the decision of the Board of Judges and Prosecutors, dated 27.12.2019 and numbered 1584, it was decided to determine specialized courts from family courts to deal with future affairs in accordance with the Law No. 6284, in order to ensure the efficiency and effectiveness of the courts and to take urgent decisions, taking into account the increase in the number of injunctions given within the scope of the Law No. 6284. . Currently, there are 406 family courts operating in the courthouses. (Ministry of Justice, December 2022)

### **Department of Legal Support and Victim Services**

With the Presidential Decree No. 63 on Supporting Victims of Crime, published on 10 June 2020, it is planned to expand the Directorate of Legal Support and Victim Services, to increase the employment of specialist personnel and to develop legal aid services. With the decree, the "Department of Legal Support and Victim Services" was established and it was envisaged to expand the "Directorate of Legal Support and Victim Services" in courthouses. The Department of Women's Services was established in August 2022 from the Department of Legal Support and Victim Services. In order to provide support to vulnerable groups and victims of crime in the judicial process, Legal Support and Victim Centers have been established within the courthouses. In these units, psycho-social support services regarding the judicial process are provided to the victims by the necessary expert personnel. In addition, there are 152 judicial meeting rooms in 147 courthouses. Studies on specialization and training of personnel continue. Judges trained in combating violence against women and domestic violence are assigned in cases of violence against women.

### **Institution of Forensic Medicine**

The Forensic Medicine Institute is the institution where women who are exposed to violence are referred to get a health report when they apply to law enforcement or the Public Prosecutor's

Office. Forensic medicine has a very important function in determining the situation of violence and the harm it causes to women in cases of violence against women. Presidency of Forensic Medicine Institute, headquartered in İstanbul; there are 12 groups presidency in Adana, Ankara, Antalya, Bursa, Diyarbakır, Erzurum, Gaziantep, İzmir, Malatya, Trabzon, Van and Denizli provinces. In addition, there are branches of forensic medicine institutions in 78 provinces, and it operates in 81 provinces, including group chairmanship and branch directorate. (Department of Justice, December 2022).

#### **(4) Ministry of Health**

The units related to violence against women in the central organization of the Ministry of Health are the General Directorate of Public Health of Türkiye, the General Directorate of Public Hospitals and the General Directorate of Emergency Health Services - 112 Emergency Health Services Department. In the provincial organization, there are Provincial Public Health Directorates and Public Hospitals Association. In provinces, Family Health Center-FHC, Community Health Center-TSM, hospitals are institutions and organizations that provide services on violence against women. Especially emergency service, Crisis Intervention Unit, Medical Social Service Unit are important in hospitals. Finally, in cases that require emergency medical attention, the 112 Emergency hotline is available 24 hours a day, 7 days a week free of charge.

#### **(5) Other Related Institutions/Organizations**

Under the name of women's rights center/board/commission, women's counseling centers affiliated to bar associations work to ensure equality between women and men in basic laws, especially the Civil Code, and provide free consultancy services to women who do not have sufficient information about women's rights and where and how to apply. According to the December 2022 data of the Union of Turkish Bar Associations, 83 of the 83 bar associations have women's rights centres/boards/commissions.

The Union of Turkish Bar Associations Women's Law Commission (TÜBAKKOM), which is formed with the participation of bar association representatives with a women's law commission, carries out studies to solve the problems arising from all kinds of discrimination against women, including domestic violence.

Various services for women who have been subjected to violence are also carried out by non-governmental organizations. These organizations provide legal and psychological support to women in counseling centers and provide shelter in shelters when necessary.

On the other hand, there are women/family counseling centers that provide services such as legal, psychological and social counseling services within the municipalities. According to the data of the General Directorate of Local Administrations of the Ministry of Environment, Urbanization and Climate Change as of December 31, 2022, there are women/family counseling centers in 237 provincial and district municipalities throughout Türkiye.

## G. INTERNATIONAL ACTIVITIES

Progress in the field of women is monitored within the scope of the Conventions to which we have international commitments and high level contributions are made to international agendas. In this context, comments are given to the reports and documents prepared by international organizations such as the United Nations, the Council of Europe, the European Union and the Organization of Islamic Cooperation, activities are carried out to reflect the work carried out in Türkiye in various international reports and meetings organized by these organizations are attended.

Periodic Country Reports of the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) are prepared under the coordination of General Directorate on the Status of Women, and the report is presented by a delegation consisting of representatives of our General Directorate and relevant public institutions and organizations. In 2020, 8<sup>th</sup> Periodic Country Report was prepared with the contributions of relevant public institutions and organizations, universities, non-governmental organizations and all relevant parties, and was sent to the Ministry of Foreign Affairs to be submitted to the CEDAW Committee. Our report was examined by the Committee and a “list of issues” was sent to us. Our responses to these were prepared with the contributions of the relevant institutions and conveyed to the Committee on 9 November 2021 through our Ministry of Foreign Affairs. Our report was defended at the 82nd Session of the Committee between 14-15 June 2022. Then, on July 4, 2022, the CEDAW Committee published its Concluding Observations on our 8th Annual Country Report.

A delegation representing our country participates in the UN «Commission on the Status of Women» meetings, which convene with a different agenda in New York for a period of 10 days every year in March, and side events are organized on the activities carried out in our country within the scope of the agenda. In this framework, 20 side events have been organized since 2010. There is a women's/family counseling center in e municipality. **The "Sixth Ministerial Conference on the Role of Women in the Development of the Member States of the Organization of Islamic Cooperation"** was held in İstanbul between 1-3 November 2016 and the Presidency was taken over. The revised version of the “Action Plan for the Advancement of Women” was adopted by considering the situation of women in Islamic countries at the conference where the member states were represented at the ministerial level.

Within the scope of monitoring the implementation of the “OIC Action Plan for the Advancement of Women (OPAAW)”; In line with the contributions, opinions and evaluations of public institutions and organizations, non-governmental organizations and universities, our national report covering January 2017-December 2019 was prepared and the questionnaire was filled in.

**"The Role of Women in the Development of the Member States of the Organization of Islamic Cooperation Seventh Ministerial Conference"**; It was held in Burkina Faso on 30 November-1 December 2018 with the theme of "Women's Empowerment in OIC Member States: Challenges and Perspectives" and a delegation representing our country participated.

Our country has been the most strongly represented member country at the Conference in the context of the resolutions submitted and the bilateral contacts. As a result of the meeting, the Presidency was transferred to Burkina Faso.

The OIC 8th Conference of Ministers Responsible for Women, held on 6-8 July 2021 in Cairo/Egypt, with the main theme of "Equality between men and women and protection of gains for women's empowerment in the environment of the coronavirus epidemic", was attended at the ministerial level.

The Islamic Cooperation Organization Women's Advisory Council was established with the suggestion of our President, the Term President of the Islamic Summit, with the support of all delegations. held its meeting in Jeddah on 12 May 2019, its fifth meeting in Jeddah on 3-4 November 2019, and its sixth meeting on 14-15 December 2020 by video conference method. In addition, the 8th Ministerial Conference preparatory meeting was held online on 14 June 2021.

The second of the ALLY for Future - Young Women Leadership Program was held between 2-10 November 2017 with the contribution of the Women's Advisory Council and the participation of talented young girls who have demonstrated success or potential leadership in their countries in education, media, politics, art, sports and business. It was held in İstanbul between 20 December 2019 under the auspices of our Ministry.

There is participation and contribution to the meetings held twice a year in April and November by the Council of Europe Gender Equality Commission (GEC).

## **H. OTHER ACTIVITIES**

### **Transfer of Multi-Purpose Community Centers to the Ministry of Family and Social Services**

As a result of the negotiations between our Ministry, the Ministry of Industry and Technology, the Ministry of Youth and Sports, a tripartite protocol was signed between the Ministries on the transfer of Multi-Purpose Community Centers (ÇATOM) to our Ministry on 13.10.2021. Within the scope of the protocol, transfer works and transactions are continuing in 9 provinces with ÇATOM (Adıyaman, Batman, Diyarbakır, Gaziantep, Kilis, Mardin, Siirt, Şanlıurfa, Şırnak).

### **Representation of Women in Media Project**

In 2017, the project titled "representation of women in media" was conducted by the Ministry of Family and Social Services in order to determine the impact of women's representation on the social and cultural structure of women and society. The role of discrimination imposed on women by the media through reproduction of gender inequality is discussed.

With the project;

- Research on Representation of Women in Media
  1. Day Generation "Women's Programs"
  2. In Domestic Television Series,

3. In Advertisements (Television and Internet News Site Advertisements)
4. In Newspaper and Television News,
5. On Internet News Sites

It has been determined in which roles, with which stereotypes and how women take place.

- Research on Media Professionals' Perception of Women's Representation in the Media
- Research on Public Perception of Women's Representation in the Media

and the role of the media in the reproduction of discrimination against women and inequality between women and men has been examined. The current situation regarding the representation of women in the media has been revealed in a versatile way by examining the publications in the media and taking the opinions of media managers, media professionals and the society. The project will also form the basis for policies to be developed in the context of women's empowerment; It will also be an important resource for the future on women and the media.

### **Training on the Representation of Women in the Media**

- ✓ Our Ministry organized trainings on Equal Opportunities for Women and Men, Women's Empowerment and Representation of Women in the Media for experts and assistant experts working at RTÜK in 2019-2020-2021-2022. 170 personnel were reached through the trainings.
- ✓ In cooperation with our Ministry and Ankara University Women's Issues Research and Implementation Center Directorate, online awareness trainings on Representation of Women in the Media and Equality of Women and Men were held for university students. The number of students attending the classes between 1-2-3 December 2021 is 436.
- ✓ In 2021, in cooperation with our Ministry and Ankara Hacı Bayram Veli University, video conferences on Representation of Women in Media and Women in New Media were held on the Women's Studies Youtube account of Ankara Hacı Bayram Veli University.
- ✓ Women's Empowerment and Women's Representation in the Media training was given to 33 TRT General Directorate personnel on 26 July 2022.
- ✓ Online Media Literacy and Digital Studies in cooperation with the Radio and Television Supreme Council (RTÜK) on 20 January, 11 March and 2-16-23 June 2022 for women personnel at all levels working in the Central Organization and 81 Provincial Directorates of our Ministry and women receiving services in our organizations. Literacy training was given. A total of 5,000 (five thousand) people were reached.

### **Workshop on the Problems of Women with Disabilities and Suggestions for Solutions**

The “Workshop on Problems of Women with Disabilities and Suggestions for Solutions” was held on 24 October 2019 in cooperation with the General Directorate of the Status of Women and the General Directorate of Services for the Disabled and the Elderly of the MoFSS with the participation of invitees from the public sector, universities and non-governmental organizations. The workshop was held in three working groups, namely “Social Status of Women with Disabilities”, “Women with Disabilities and Working Life”, “Care and Housing of Women in Need of Care”, and a report containing the findings on the problems of disabled

women and recommendations was prepared by the working groups. The workshop report was shared with the relevant institutions and organizations with an official letter.

### **5th December 85th Anniversary of Granting Turkish Women the Right to Elect and Be Elected**

The Anniversary of Granting Turkish Women the Right to Elect and Be Elected provides us with an opportunity to see the progress achieved in women's rights and to see the points reached. In this context, the studies on the meaning and importance of the day are carried out diligently every year by the Ministry of Family and Social Services.

### **8 March International Women's Day**

March 8, International Women's Day, which is regarded as the indicator of the importance of women's social, economic and political empowerment on the basis of human rights and celebrating women's success in social life; It is an important day in the world and in our country, which is celebrated through various activities every year. March 8 provides an opportunity for us to see the progress achieved in women's rights and the points we have reached. The activities for the meaning and importance of 8 March International Women's Day are being carried out every year by the Ministry of Family and Social Services.

### **Consultation Meetings with NGOs**

Consultation meetings are organized with the NGO's in order to obtain information about the activities they carry out about women's human rights, discrimination against women, etc., and to evaluate policies on women's issues.

### **Consultation Meetings with the Managers of Women's Studies Research and Application Centres of Universities**

Consultation meetings are held with women research and application centers of universities in order to obtain information about their work on discrimination against women issues etc. and to evaluate the current situation of women's problems.

### **Consultation Meetings with Women Mukhtars**

Consultation meetings are held with women mukhtars in order to carry out comprehensive studies in cooperation at the local level and exchange views within the scope of strengthening the economic and social status of women, preventing violence against women and protecting women's human rights.

- ✓ On the other hand; based on the fact that women are more affected by poverty and face the risk of poverty more, the social assistance programs run by our Ministry support women's rights, especially in regular aid programs. As a matter of fact, 65% of the regular social assistance beneficiaries are women. Aid for Widowed Women, Family Support Center (FSC) Projects, Social Solidarity Center (SSC) Projects and 2023 Housing Projects for Widowed Women, whose rights holders are women, have an important share in all aid programs supported by the General Directorate of Social Assistance. . In these aid programs, it is prioritized to make payments to women. Thus, it is aimed to strengthen the economic and social status of women and to increase their participation in social life.



### ✓ **Regular Cash Assistance Program for Widowed Women**

It is the aid given to women who do not have social security in the household, who are in need, and who have lost their last spouses. As long as their conditions continue, eligible women are given regular assistance of 2,000 TL, 1,000 TL per month, in 2-month periods.

### ✓ **Family Support Center (FSC) and Social Solidarity Center (SSC) Projects**

With the Family Support Center Projects, which try to improve the psychosocial, sociocultural, professional and personal development of women and their social integration in order to ensure the integration of the state and the nation for women in need, our General Directorate provides social integration of our citizens in need in areas where Roma citizens live, psychosocial, sociocultural, vocational and professional development. Social Solidarity Center Projects are carried out to support their artistic and personal development.

With the Family Support Centers (FSC) and Social Solidarity Centers (SSC) we have established for women and children in need;

- Strengthening the family,
- To protect national and moral values,
- To make clear the role and status of women in the family,
- To enable women to carry out income generating activities by revealing their talents,
- To ensure that women can raise their children as productive individuals who adhere to our national and moral values,
- Courses, seminars and training programs are organized to protect family members and their structure from harmful habits and behaviors such as substance abuse, gambling, violence and abuse that threaten the society and family structure.

### ✓ **2023 Housing Project for Widowed Women**

Our Ministry has implemented 2023 Housing Project for Widowed Women with a total budget of 607 million TL, 300 thousand TL per household, for women whose spouse has passed away and who have at least three children under the age of 18. Within the scope of the program, 80 m2 and 2+1 houses will be built, and in case of purchasing a house, houses close to these features will be purchased. A resource of 300.000 TL per house will be covered by our Ministry, and the additional resources needed will be covered by municipalities and/or benefactors.